

## **AYLS4\_Donate – Afrika Tikkun\_Article**

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URL: <https://afrikatikkun.org/donate/>

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## **AYLS4\_Donate – Afrika Tikkun\_Article**

**SourceURL:** <https://afrikatikkun.org/donate/>

# **DONATION TO COVID-19 RELIEF FUND**

# COVID-19 RELIEF FUND

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NEIGHBOUR TO NEIGHBOUR  
SUPPORT PROGRAM



[DONATE TO COVID](#)

DONATE





Purpose with Poise

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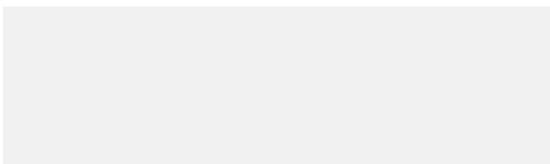
R25.00

DONATE NOW

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Use my donation where it is needed most



## ONLINE DONATION

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R40

R80

R100

Your own amount

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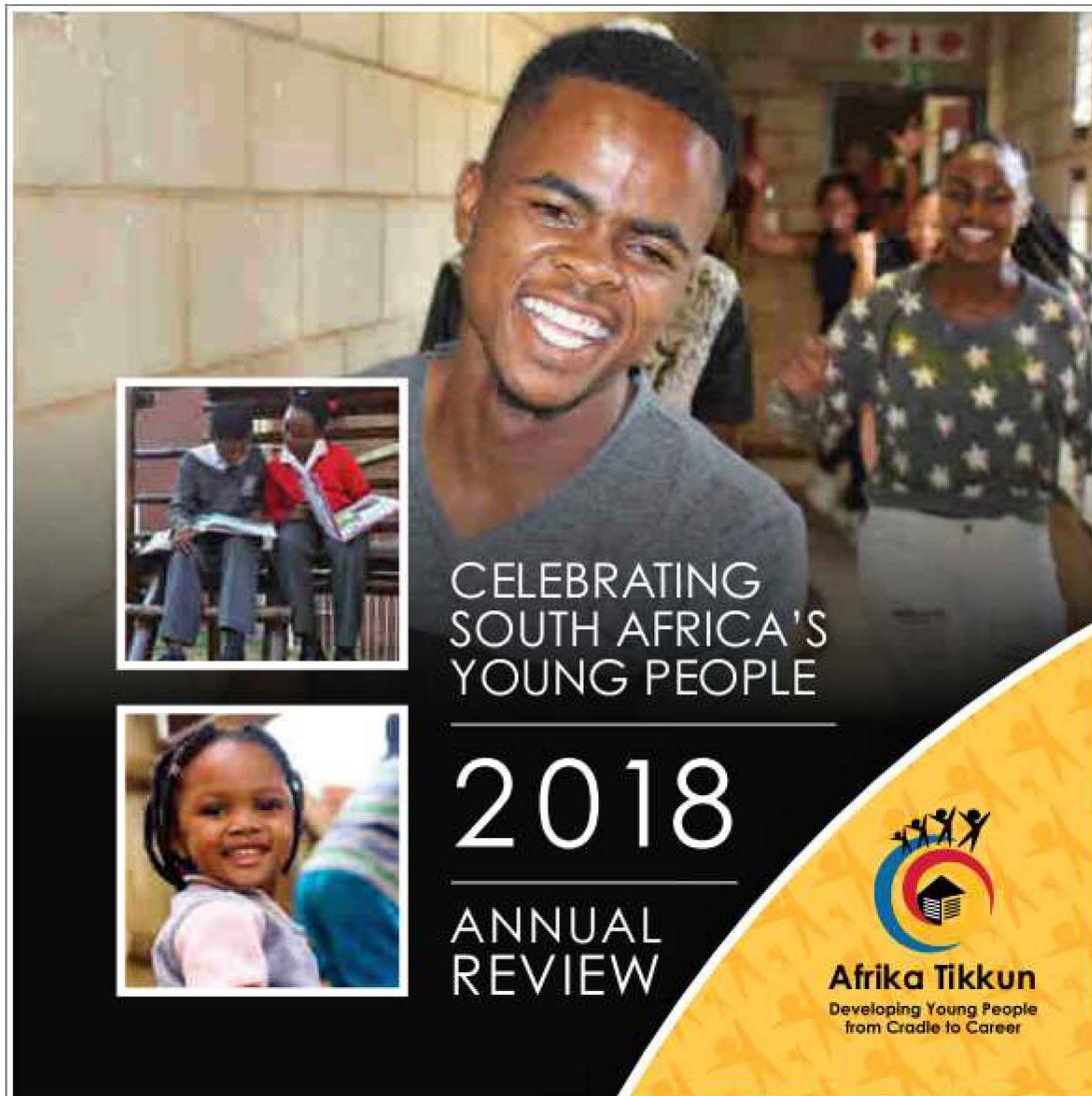
Snap here to pay



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## AYLS4\_Annual review 2018\_PDF

**SourceURL:** [https://afrikatikkun.org/wp-content/uploads/2017/03/Afrika\\_Tikkun\\_Annual\\_Review2.pdf](https://afrikatikkun.org/wp-content/uploads/2017/03/Afrika_Tikkun_Annual_Review2.pdf)



## **AYLS4\_ALUMNI NEWSLETTER APRIL / MAY 2020\_Article**

**SourceURL:** <https://afrikatikkun.org/2020/05/12/alumni-newsletter-april-may-2020/>

## **ALUMNI NETWORK CAPE TOWN REJUVENATED**

Cape Town- on the 31<sup>st</sup> January at the launch of Young Urban Women and Men Conference with over 100 young people engaging on real and health issues surrounding young people.

Our Alumni Network has now grown to over 2,500 members across South Africa. Luzuko Mabhongo, Assistance Facilitator and Alumni Network Coordinator at Zolile Malindi Centre in Mfuleni, is a graduate of our Career

Development Programme. "My journey with the Alumni Network has been very exciting," says Luzuko. "Especially in 2019 with so many great memories, such as the Annual Business Summit that had two winners from Cape Town."

The growth of the Network in Cape Town hasn't been easy, particularly given their spatial distance from the Alumni headquarters in Johannesburg. However, the members remained focused and committed and together with support from colleagues such as Nehwoh Belinda and Warren Radebe, they were able to create and sustain a vibrant and engaging Alumni community. Luzuko is particularly grateful for the comradery on the annual Alumni Day, where all members get an opportunity to network and catch up.

The Young Urban Men and Women programmes remain a favourite as it provides a safe space for both genders to engage on issues relating to, among other things, youth sexual and reproductive health. This year, members faced an unexpected challenge as a result of Covid-19, but are continuing to give back to the community, help others to stay safe and engage as a network.

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## MEET DONALD LESEGO LEKALAKALA, YES PROGRAMME CANDIDATE AND ALUMNI



"I am a Child and Youth Development Assistance Facilitator at Afrika Tikkun, Phuthaditjaba Centre in Alexandra. I am very proud that I joined Afrika Tikkun, which helped me so much and made me realize what my passion is: working

with children and youth. Today, I am part of the YES program which gave me an opportunity to gain experience in working with young people.

With Covid-19 affecting my community, I had to change my plans and adjust to new expenses like higher data usage to do my school work. This sometimes limits me. Thanks to the YES4YOUTH modules about approaching new challenges, I have learned a lot about myself – such as what I am capable of, the importance of saving money and how to spend it wisely.”

Donald is currently preparing for a permanent employment opportunity after the YES Programme. We wish him and all ATS candidates all the best in their preparation for the future.

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## OPEN FOR ENTRIES: ANNUAL BUSINESS SUMMIT 2020



Dear Alumni,

Once again, the Annual Business Summit 2020 entries are open. The Annual Business Summit provides an opportunity for Alumni Members to compete in an entrepreneurial competition in order to win mentorship and much more. This year we are looking for determined and innovative young people in two categories:

1. Existing business for 3 to five years
2. Business Ideas- innovative and doable

Entries will open from 4 to 29 May 2020.

To apply, please email a one-page essay about why you want to enter the competition and how can it help you. It should also include a paragraph about your business or your business idea. Please email to Alumni Network's Project Manager, Warren Radebe – Warrenr@afrikatikkun.org.

We look forward to seeing you in our business boardroom!

---

## APPLY FOR COVID-19 SOCIAL RELIEF OF DISTRESS GRANT

From Monday 11th May 2020,  
SASSA applications for R350 grant  
open.

If you know of anybody in your family/community/church, who is:

- unemployed
- not be receiving any other grants (eg. child support, NSFAS, pension, etc.)
- not be receiving fund from the UIF
- not be receiving any income
- not be a resident in a government funded or subsidised institution
- above the age of 18
- a South African Citizen/Permanent resident in South Africa Registered refugee

Get them to apply via:

- Whatsapp: 0820468553
- SMS(USSD): \*134\*7737#
- Email: srd@sassa.gov.za
- 1st payments are expected to take place by 15th May 2020.



# WE ARE LOOKING FOR YOU! AFRIKA TIKKUN SERVICES RECRUITMENT



We have exciting learnerships, work experience placements and specialized training opportunities for candidates who are unemployed or not placed anywhere under Afrika Tikkun.

If you are interested, please make an appointment for your assessment by contacting Lungisani at [lungisanim@afrikatikkun.org](mailto:lungisanim@afrikatikkun.org)

## WE ARE LOOKING FOR YOU! AFRIKA TIKKUN SERVICES RECRUITMENT

Afrika Tikkun Alumni Network invites you to take part in our member tracking survey. The purpose of this survey is to find out a little more about you and your career aspirations. This will help us to devise the most effective ways to support you in becoming economically empowered. The survey should take approximately 5 minutes. Thank you for your time and for helping us improve our services.

To fill out the survey click on the link below:

[CLICK HERE](#)

[CLICK HERE](#)

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## REGISTER ONLINE: AFRIKA TIKKUN ALUMNI NETWORK

To register and become a full member of the Afrika Tikkun Alumni Network, please click on the link below. This requires an internet connection. Looking forward to having you as our member:

[CLICK HERE](#)

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## **AYLS4\_ALUMNI NEWSLETTER MARCH 2020**

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**SourceURL:** <https://afrikatikkun.org/2020/03/25/alumni-newsletter-march-2020/>

## A SUCCESSFUL BERTIE LUBNER LEGACY WEEK 2020



The Bertie Lubner Legacy Week continues to inspire young people to follow in the footsteps of this philanthropic giant, whose legacy still echoes in our hearts. Once again, the Alumni Network organized vibrant and educational events at all our centres.

We had over 100 volunteers eager to give their time to local organizations and schools participating in the Legacy Week. Among these were Childline, Autism South Africa and Ithlokomeleng Old Age Home.

As is the custom, the week kicked off with the launch of the Legacy Museums, curated exhibitions of the life and times of Bertie Lubner. This served as an important reminder of the difficult social context within which Bertie Lubner sought to make change. It's no wonder his incredible achievements continue to motivate our young people. This year, our members got busy with community service, painting, cleaning the centres and preparing food for our elderly.

The entire week was an unforgettable movement, providing an opportunity for our members to give back in the spirit of responsible kindness.

## PROTECT YOURSELF AND OTHERS AGAINST COVID-19

COVID-19 is an infectious disease caused by a newly-discovered coronavirus. There is still a lot we don't know about it. Some symptoms of the flu and COVID-19 are similar such as a cough and fever but COVID-19 is more infectious. No vaccine has yet been discovered.

### Suggestions to protect yourself and others from COVID-19

**AFRIKA TIKKUN CARES ABOUT ITS COMMUNITIES**  
**Let's protect each other against COVID-19**

- Wash hands with soap & water
- Use alcohol-based sanitizer
- Elbow greet
- Cough or sneeze into a flexed elbow or tissue
- Bin tissue after use



For more information and confidential advice on COVID-19 and related health matters, contact your Zinakekele Employee Health and Wellness Programme on 0800 611 169.

# **WE WELCOME A NEW ALUMNI NETWORK CONSTITUENCY**



Afrika Tikkun adds a new 13-member constituency stationed at our headquarters in Hyde Park.

We welcome the following members of this committee:

President: Nkuluko Xaba, Vice President: Kholofelo Kekana, Secretary: Malebo Mashego, Vice Secretary: Simesihle Dlamini, Organizer: Junior Ncube, and Vice Organizer: Errol Khosa.

## **WE WANT YOU ! AFRIKA TIKKUN SERVICES RECRUITMENT**

We have exciting learnerships, work experience/placement and specialized training opportunities for candidates who are unemployed or not placed anywhere within Afrika Tikkun.

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## **REGISTER ONLINE: AFRIKA TIKKUN ALUMNI NETWORK**

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## **AYLS4\_Partners\_Article**

SourceURL: <https://afrikatikkun.org/partner/>

## **AFRIKA TIKKUN BUSINESS SOLUTIONS**

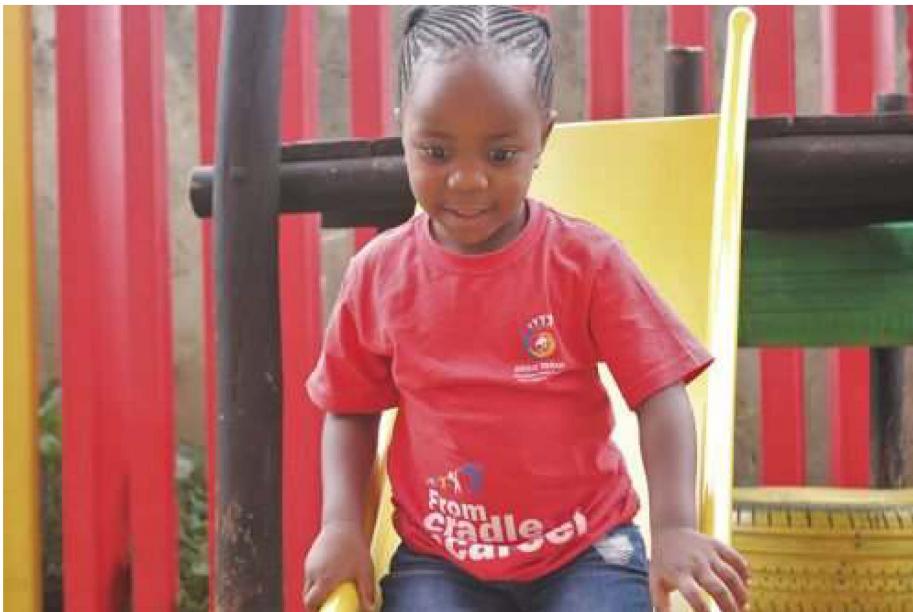






## AYLS4\_Impact & Programs\_Article

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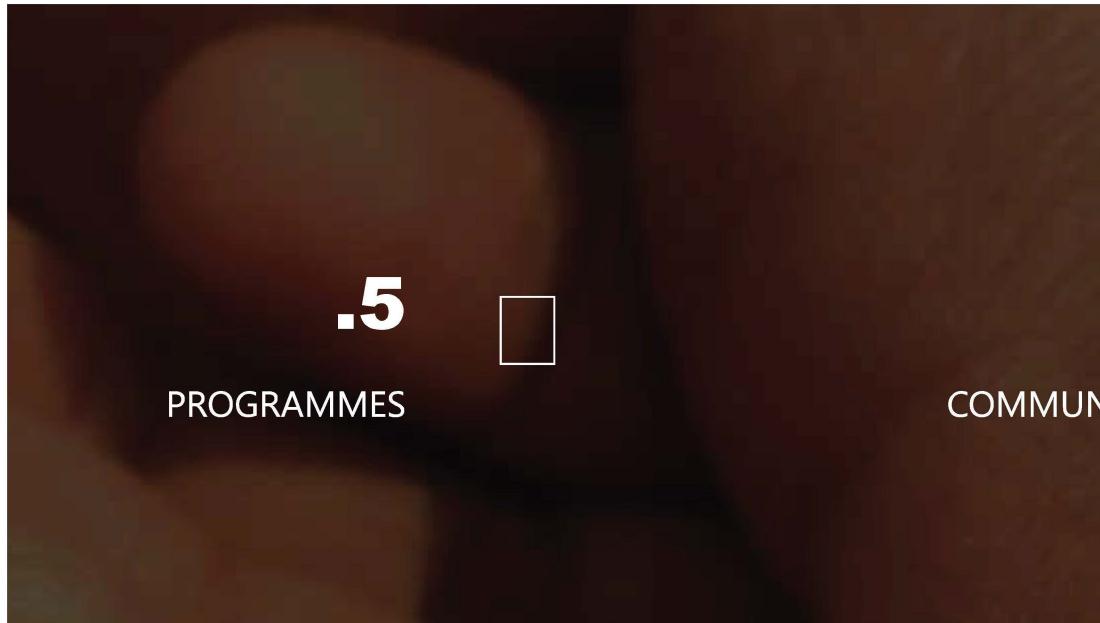
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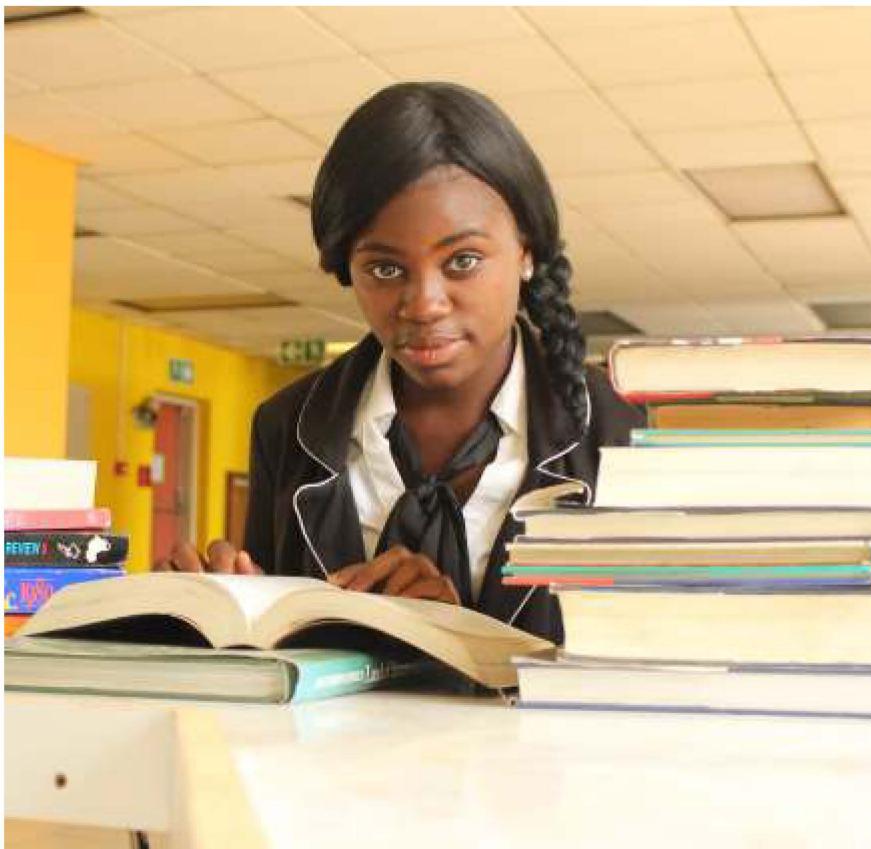


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# FROM OUR **NEWS DESK**

**AYLS4\_About – Afrika Tikkun\_Article**

SourceURL: <https://afrikatikkun.org/about/>

**HISTORY OF AFRIKA  
TIKKUN**

We were founded in 1994 by the late Chief Rabbi Cyril Harris and Philanthropist/Businessman Dr Bertie Lubner. Initially, the day to day needs of children was a priority but soon after, the organisation evolved into one focused on overall development. Renamed MaAfrika Tikkun and later Afrika Tikkun, our approach was refined and reformulated into the Cradle to Career 360° model. This Model is aimed at providing education, health and social services to young people and their families through centres of excellence in South African townships. Our main goal is to create a sustainable future for the youth of South Africa and the credibility of this cause won the support of the organisations Patron-in-Chief in memoriam, Nelson Mandela. Since then, we have built 4 centres of excellence across Gauteng and 1 in the Western Cape.

## **PATRON-IN-CHIEF NELSO**



## REASON WE EXIST

The primary objective of Afrika Tikkun is to provide holistic development in disadvantaged communities. We aim to empower young people by affording them the opportunity to receive gainful education, good health care, nutrition and support for their families. In doing so, we equalise the playing field for unprivileged young people so that they have the same employment opportunities that privileged youth have. We offer a number of programmes that ensure an all rounded person as the outcome. Our 360 degree Model of care consists of three programmes namely: Early Childhood Development, Child and Youth Development, and Career Development. Additionally, we have programmes which support our 360 degree Model, namely: Family Support Services, Primary Health Care, The Empowerment Programme, and Nutrition and Food Security Programme.

# VISIT ONE OF AFRIK

Take a visual tour of any one of our centres here and

Arekopaneng, Orange Farm

Phuthaditjaba

Wings of Life, Diepsloot

Zolile Malind

## GENERAL



Sipho Mamize

Diepsloot



Lizo

Mfuler

Sipho Mamize was born in Tembisa and raised in Mpumalanga. He is passionate about making a positive contribution to the lives of children,

Lizo Madinga was born and raised in Guguletu, primary and high school

especially those who are disadvantaged and vulnerable. His professional career started at Childline Tembisa.

community development of South Africa. He has the he worked with vulner on the



## OUR FO



**Arnold Forman**  
Financial Director



**Herby**  
Executive Director

Arnold Forman is a Chartered Accountant who completed his articles with Arthur Young, in 1989,

Herby, who was amc Afrika Tikkun has, ov

and remained in the profession until the end of 1994  
when he left Coopers Lybrand Canada.

Tikkun's Ambassador,  
within the organisati



## EXECUTIVE COMMITTEE



**Arnold Forman**  
Financial Director

Arnold Forman is a Chartered Accountant who completed his articles with Arthur young, in 1989,



**Birgit 'Vijverberg'**  
Chief Operati

Birgit Vijverberg is responsible for al

and remained in the profession until the end of 1994 when he left Coopers Lybrand Canada.

Netherlands and move has been working in the both countries and

## ACHIEVEMENTS

**2015**



### FW De Klerk Goodwill Award

The FW de Klerk Foundation awarded us with the 5th annual FW de Klerk Goodwill award.

**2013**



### South African Property Owners Association (SAPOA)

The Transformation Award was presented to us – Our Uthando centre was developed into a heritage building.

**2012**



### Sports For Social Change Network (SSCN) Award

On March 2nd, the Nelson Mandela

Children's Fund invited the SSCN members and stakeholders to a dinner showcasing best practices in the sport-for-development sector. Afrika Tikkun and Kick4Life received the inaugural SSCN Awards.

2011



Cyril Harris Humanitarian Award To Marc Lubner

We received the ABSA Jewish Achievers Award.

[See More Achievements](#)



CELEBRATING  
SOUTH AFRICA'S  
YOUNG PEOPLE



2018

ANNUAL  
REVIEW

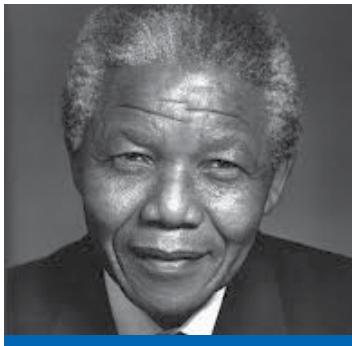


**Afrika Tikkun**  
Developing Young People  
from Cradle to Career

25

YEARS STRONG

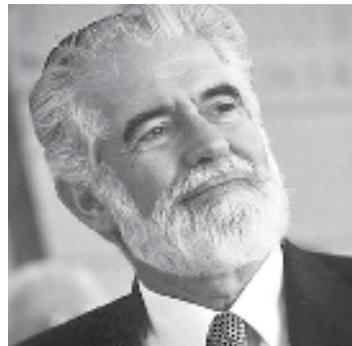
# CELEBRATING AFRIKA TIKKUN'S LEGACY BUILDERS



Nelson Mandela  
Patron in Memoriam



Bertie Lubner



Cyril Harris



Arnold Forman



Herby Rosenberg



Ann Harris

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# INTRODUCTION

Over the last 25 years, Afrika Tikkun's vision has been to enable the economic empowerment of South African young people by tackling the socio-economic drivers that make it difficult for them to break away from the cycle of poverty.

We aim to reduce youth unemployment by empowering young people, in the context of family, through the implementation of programmes that support education, personal development, career development, nutrition, health, skills development, and ultimately work placement of identified young individuals. This approach is what we have termed our Cradle to Career 360° model.

Afrika Tikkun operates through five community based centres and one skills centre. Our impact extends beyond the tens of thousands of young people we invest in, but to the larger community as a whole. To date, we are proud to have created employment and developed the competencies of at least 400 individuals per annum within the local communities where we operate, indirectly reaching at least a further 2000 family members in the process.

As we celebrate our 25th anniversary, it is an opportunity to reflect on how far we have come: from offering basic assistance to victims of floods, fire, hunger, and disease in 1994, to a full Cradle to Career 360° model and programmes impacting an average of 12 000 young lives per annum. Over the last 25 years we have experienced incredible growth and have learnt a lot in the process. We hope you will see this as you page through this Annual Review.

Operating for 25 years would not have been possible without all the incredible people involved in our journey and organisational development: from donors, complementary partners and supporters the world over, as well as employees and staff.

We are determined to carry on the legacy of our founders and believe it is possible to achieve our vision and change South Africa for the better in our lifetime.



*We are proud of everything and everyone  
at Afrika Tikkun and can't wait to see  
what the future holds.*



# MESSAGE FROM OUR **CHAIRMAN**



As was the case during 2017, the year under review was marked by uncertainty in many aspects of South African society. We trust that now, that the May 2019 general and provincial elections are behind us, greater clarity will emerge and definite steps taken to place South Africa on a positive trajectory, from an economic, political and social perspective. Afrika Tikkun stands ready to participate in, and, fully support such a development.

*Afrika Tikkun continued on its successful trajectory and strengthened its financial and operational position*

Notwithstanding the above, I am pleased to report that Afrika Tikkun continued on its successful trajectory and strengthened its financial and operational position during 2018.

Financially, we met our growth targets, raising in excess of R109 million from partners and donors, including from outside South Africa. This growth naturally brings with it considerable responsibility, to ensure that the funds are meaningfully spent in terms of our partners' and donors' mandates, and to ensure that we are able to complete the various projects on which we embark. This will involve raising at least similar funds in 2019, which will enable Afrika Tikkun to continue to provide the crucial services we do, which includes assisting our young people, seeking to break the cycle of poverty and reaching goals inherent in our projects.

On behalf of the Board, I would like to thank all donors and partners who displayed faith in our ability to deliver impactful programmes within our Cradle to Career 360° business model, and matched their faith with appropriate investment in our programmes. Our ability to impact a growing number of young lives each year depends on your ongoing contribution to these programmes.



## *The adoption of an outcomes-based approach to performance against strategic targets has seen improved performance by our organisation*

In fulfilling our mandate, the Board oversees the implementation by management of the operational plan and measures performance against agreed targets. The adoption of an outcomes-based approach to performance against strategic targets has seen improved performance by our organisation. More importantly, it has benefitted many more young families and communities that Afrika Tikkun reaches through its various programmes.

Tightly controlled expenditure within strict budgetary guidelines against an operational plan designed to meet Afrika Tikkun's strategic goals, resulted in the requisite financial prudence one would expect of an NGO utilising partner and donor funds.

As Afrika Tikkun has continued to grow and expand the ambit of its impact, structures, policies and systems received attention with a view to creating a governance framework that would serve the organisation well into the future.

In addition, risk mitigation and management were important areas of focus during 2018. This was achieved through ongoing analysis of risk presented by the executive committee to the Board. The focus on risk at an operational level enabled Afrika Tikkun to take necessary steps to mitigate potential and identified risks at an early stage.

While we welcome our good progress in 2018, we recognise that we will need to continue to secure sufficient funding and other resources, both cash and in kind, to enable us to meet the ever-growing needs of the young people we serve. We remain committed to enabling these people to succeed to meet their and our donors' and partners' objectives established in our Cradle to Career 360° programmes.

I extend my gratitude to our Board of directors for their unfailing commitment and support during the year. I would also like to thank Ms. Karuna Mohan and Mr. Herby Rosenberg, who stepped down from the Board during the year, for their service over a considerable number of years. Their individual commitment and valuable input contributed meaningfully to the Afrika Tikkun of today. Herby and Karuna, your significant contributions to the growth and development of Afrika Tikkun will forever be remembered.

To Marc Lubner, CEO of Afrika Tikkun, and his executive team, thanks for your unstinting dedication and congratulations on your achievements in 2018. To the rest of the Afrika Tikkun team, thank you for your hard work and devotion - your efforts enable our young "clients" to become the very best they can be.

Arnold Basserebie  
Chairman

# REPORT FROM OUR CEO



10

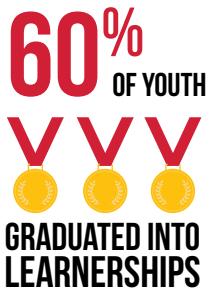
I am pleased to report that in 2018, Afrika Tikkun experienced our greatest gains since inception. We had more children passing school readiness testing (73%) than ever before. Matric students attending our after-school Youth Development Programmes achieved over 93% pass rates with more than 50% of students achieving grades qualifying them to move on to higher education.

*Over 60% of youth passing through our programmes graduated into learnerships and work experience programmes.*

National youth involvement in crime statistics shocked many of us involved in social development, as our experience has been of youth keen to progress; who are ambitious, polite and simply want what all youth want; to follow their aspirations and dreams. Our experience of crime in our centres was insignificant, giving credit to youth development that offers hope and promise of better citizens.

Our Afrika Tikkun sports teams took home a number of medals, winning soccer leagues and successfully competing in local and international triathlon events. Over 60% of young people passing through our programmes graduated into learnerships and work experience programmes with 10% finding jobs immediately after leaving school.

The intake into our job-readiness programmes almost doubled, whilst the content of these programmes was significantly enhanced as the programme was extended from one to three months. Co-operation agreements with major corporates ensured that the training led to a higher percentage of job placements than previously, as a model delivering young people into the corporate employability pool was firmly entrenched.



*Total income raised reached an all-time high*

# R109.6m

Afrika Tikkun launched a number of significant programmes during the year, the most notable called "Memeza Bazokuzwa", a child protection campaign aimed at combatting the growing abuse of children. Rather than merely providing a lobbying and education programme, Afrika Tikkun consulted with communities and community organisations, interviewed hundreds of children and established a massive integrated programme that enabled children to speak out and know that there was a structured system through Afrika Tikkun where their cries would be heard and acted upon. The programme, supported by the international Human Dignity Foundation, has generated a movement that has shown immediate impact in our communities.



The Garden 2 Kindergarten project teaches preschoolers how to grow vegetable gardens with the involvement of their parents, was another initiative successfully launched, and is now a permanent feature of the organisation's work.

*Importantly, Afrika Tikkun achieved these results whilst driving costs down. The organisation's overhead costs reduced from 14% in the previous year to 12.4% of revenues raised, a sign of improved efficiency.*

**14%**  
**OVERHEAD COSTS**  
**12.4%**

**73%**

**SCHOOL  
READY  
CHILDREN**

*More children than  
ever before passed  
school readiness testing*



Total income raised reached an all-time high of R109,600,000 (2017 – R89,000,000), exceeding budget whilst total expenditure was well managed in almost all aspects, with notable exceptions being the unplanned refurbishment of one of the community kitchens and expenditure on new programmes, where designated funding was secured.

In excess of 15% of Afrika Tikkun's total revenue budget was provided by Afrika Tikkun UK, managed by Carole Day and Jennifer Miles, and the Belron Group, led by Gary Lubner, Chairman of Afrika Tikkun UK. They contributed in excess of R 17 Million.

Staff turnover was stable and an annual survey reflected substantial gains in overall staff satisfaction, largely as a result of improved clarity around individual job descriptions and responsibility, the engagement of a life skills coach to assist the executive team and the full year's participation in the staff saving scheme (employee and Afrika Tikkun

contributing equally). It was encouraging to note that more than 15 internal promotions occurred in line with our policy of internal staff development. A notable improvement in matters relating to corporate governance must be recorded. The engagement of the services of a seasoned company secretary added systems and order to meaningful reporting and tighter focus at board meetings.

Arnold Basserbie continued to lead our Board, guiding and assisting management to develop enhanced strategic focus and a more structured reporting process. Much progress has been made in this regard. Arnold and the Board are thanked for their insight, guidance and support.

A special mention is due to our international partners and their ongoing commitment. I would like to especially thank the Afrika Tikkun UK team, for contributing 15% of the total Afrika Tikkun SA's revenue budget. Their team, managed by Carole Day and Jennifer Miles, led by Chairman, Gary Lubner has proven to support significant financial and strategic development of the South African organisation. In particular, the Belron International Group has supported the Cradle to Career 360° model and its programmes, enabling Afrika Tikkun to pioneer an array of key critical youth developments. Belron is currently the organisation's single





largest donor, having contributed in excess of R100Million to date. My thanks to the UK and the USA boards who have continuously contributed their intellect, credibility and resources towards the growth and impact of the organisation.

It is with deep sadness that I mention the passing of Ronnie and Rhona Lubner in 2018. Ronnie Lubner was one of our original Patrons. They were not only supportive to Afrika Tikkun, but visited the Centres and gave of their love to the Afrika Tikkun team. The Ronnie and Rhona Lubner Centre in Alexandra Township will forever stand as a tribute to their involvement.

In conclusion, I must acknowledge one of the finest groups of executives that I have ever had the privilege of working with. Their commitment, late nights and long hours (including over weekends), reflects a passion for excellence that is noteworthy. My team have learnt to complement one another and take initiative, displaying a drive that most CEO's can only dream of. It has been my honour to lead a team dedicated to responsible kindness expressed in their work and social lives.

Marc Lubner  
Chief Executive Officer

# OUR INTERNATIONAL FUNDING SUPPORT



## AFRIKA TIKKUN UNITED KINGDOM AND EUROPE

The Spirit of Belron Challenge, thanks to Belron, was once again the highlight of our year. Over 2200 people from around the world came together to celebrate, raise funds and support Afrika Tikkun - we are honoured by the support from this event and the year round, impactful and unique commitment that Belron provide for our youth from cradle to career.

During 2018 Afrika Tikkun UK (AT UK) received unparalleled support from existing and new donors alike. We were grateful to, once again, receive a generous donation as part of the 25th anniversary of the Nedbank South African Charity Golf Day towards our Garden 2 Kindergarten programme - their support since the inception of AT UK has changed many lives of youth. The first Icon Dinner honoured inspirational South African Icons from the last century and we celebrated their impact on SA and our youth of today. This event was held in collaboration with two other South African NGO's and we were honoured to have several of the icons, who were being celebrated, attend this wonderful evening. Our committed donors have continued their vital, long-term support ensuring that we can successfully plan and execute the vital programmes.

2018 was also an inspiring year for our Emerging Leaders Board, welcoming new members and throwing a successful



launch event, they have laid the groundwork for an exciting future - we can't wait to see what that holds!

Thank you also to the Board of Afrika Tikkun UK for their invaluable contribution and leadership, without which we would not be able to contribute so significantly to the work of Afrika Tikkun in South Africa. Afrika Tikkun UK are proud to celebrate the work of Afrika Tikkun in 2018 and we look forward to building on our successes.

Finally we would like to celebrate the lives and lasting impact on Afrika Tikkun globally of both Ronnie & Rhona Lubner who passed in 2018. Our memories of Ronnie & Rhona and their positive impact on the organisation and the young people we support, will be treasured for many years to come.

Gary Lubner  
Chairman, Afrika Tikkun UK



## Afrika Tikkun United States of America

2018 was “the year of Salon” in that we expanded our prior year’s success with small events hosted at supporters homes in New York and Philadelphia. In April our four chosen young people from South Africa were hosted by the Tatelman Family in Boston during the Boston Marathon. They were also honoured guests at a Bowling for Change event organised by new members of the Junior Board from Brookline High School and Benjamin Jacobson, our Junior Board Chairman. The entourage then moved to Philadelphia where ex South African Fortune 12 CEO Steve Collis again hosted a very successful evening for over 70 people at his home.

While the SA contingent travelled on to Las Vegas as participants in the annual Safelite Triathlon benefitting Afrika Tikkun, our US office turned our focus to our programmatic calendar, starting with the annual opening of the June and Eliot Tatelman Camps in South Africa. Held in June, August and December, these camps help empower young people to tackle the HIV/AIDS pandemic, learn vital life-skills and gain gender-related advocacy capabilities to help bolster their communities.

We continued with our 2018 campaign theme of “Today’s Youth, Tomorrow’s Leaders” highlighting the vital importance of nourishing the talent and hopes within our 12,000 young people in order to manifest their leadership potential. We fundraised around this initiative during our Thanksgiving Day, Giving Tuesday and Holiday season campaigns.

The end of 2018 was spent planning for our Legacy Celebration which will take place in April of 2019 in



Philadelphia. We will honour and present Steven Collis with the Inaugural Spirit of Mandela Global Impact Award for his years of dedication and generous support of Afrika Tikkun. This event promises to be fun and uplifting and will feature the athletes and young people from South Africa who will be in the US to participate in the 2019 Safelite Triathlon in Las Vegas.

Our Junior Board continued to thrive in 2018, with active clubs at two high schools within the Philadelphia suburbs.

We thank our Board of Directors and generous donors for their continued support in helping us serve the most vulnerable young people in the disadvantaged communities of South Africa. We look forward to continuing our great work in 2019.

Peter Jacobson  
Afrika Tikkun USA Co-Chairman



## AFRIKA TIKKUN AUSTRALIA

We extend our humble thanks to our loyal and generous supporters. Their incredible support for an initiative so far from our shores is inspiring and testimony to the existence of good in this world. We salute each and every one of you.

Particularly, we would like to thank Vaughan and Jacqui Blank, the Buckingham & Crawford Families and O'Brien Glass Company for their ongoing commitment to Afrika Tikkun and its young people. Your contribution and partnership is making a meaningful difference to the lives of many young people, giving them a chance to live their dreams.

We particularly also wish to recognise our partner Global Development Group



(ABN 57 102 400 993), an Australian approved NGO (Non-Governmental Organisation). GDG undertakes all governance responsibilities of our fundraising efforts in Australia through the administration of project J586N.

It is an honour to form part of the global village of Afrika Tikkun.

The Leadership Team  
Afrika Tikkun Australia





# OUR PERFORMANCE IN 2018

## 2018 IMPACT SNAPSHOT



**1,523**

YOUNG PEOPLE REGISTERED  
FOR CAREER DEVELOPMENT  
PROGRAMME WITH 84%  
COMPLETION RATE



**1,132**

YOUNG PEOPLE PLACED IN  
EMPLOYMENT /  
SELF-EMPLOYMENT



**3,857**

FAMILIES SUPPORTED THROUGH  
PARENTING SKILLS,  
GRANT ACCESS,  
FAMILY DEVELOPMENT



MATRIC PASS RATE WITH 57%  
ACHIEVING A BACHELOR PASS  
AND 28% ACHIEVING A DIPLOMA  
PASS



**5**

BENEFITTING  
COMMUNITIES



**400**

STAFF RECEIVED  
TRAINING IN DIFFERENT  
SUBJECT-ALIGNED DISCIPLINES



**74%**

OF GRADE 12 ALUMNI WERE  
ENROLLED IN TERTIARY  
EDUCATION & FURTHER LEARNING  
OPPORTUNITIES IN 2018, COMPARED  
TO THE NATIONAL AVERAGE OF 4%



**1 381 572**

MEALS PROVIDED  
ACROSS ALL CENTRES



**9,865**

YOUNG PEOPLE REACHED  
1 120 - 2-6 yrs old  
7 222 - 7-18 yrs old  
1 523 - 18-29yrs old

# ORGANISATIONAL OVERVIEW

## WHY WE EXIST

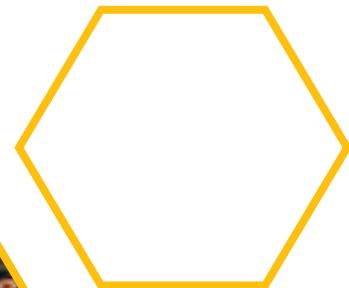
Many young South Africans face tremendous challenges that inhibit them from becoming productive citizens and fulfilling their potential. The National Youth Policy Vision 2020 states that youth targeted interventions are needed to enable young South Africans to actively participate and engage in

society and the economy. This policy further recognises that youth interventions are fragmented and ineffective.

Although government has taken steps to make education accessible in South Africa, over 55% of the unemployed are young people between the ages of 18 – 35.

*The primary objective of Afrika Tikkun is therefore to reduce youth unemployment and child poverty in South Africa by tackling the socio-economic drivers that make it difficult for young people to access the economy as productive citizens.*

We achieve this by providing comprehensive and integrated services that enables a young person's progress from age 2 through every stage of development until they emerge as a young educated, value-based, career-driven and employable young adult capable of accessing the economy in real time (our Cradle to Career 360° model). We support them further through our specialised/vocational skills development and career placement programmes with the ultimate objective of actively progressing them into employment or self-employment.

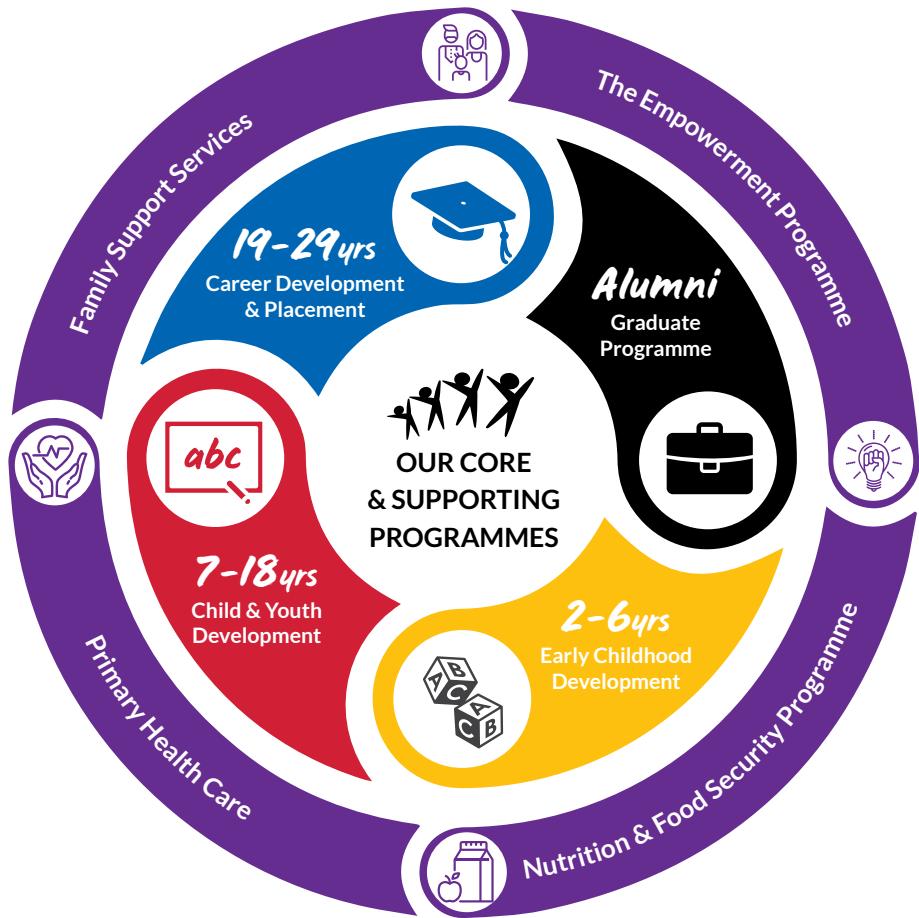


# ORGANISATIONAL OVERVIEW

## OUR MODEL AND PROGRAMMES

Our Cradle to Career 360° model sets the foundation for all our core programmes and is our commitment to supporting young people from infancy into adulthood and ultimately employment, so that they become economically empowered.

The model allows us to provide comprehensive development interventions for our young people, their families and the community at large. In order to provide services and interventions that support young people from cradle to career, our programmes, focus on the specific developmental and age-appropriate needs of young people aged 2-29 years. These services are divided into core and support programmes namely:



## CORE PROGRAMMES



### Early Childhood Development (ECD):

Targeted at children aged 2-6 years, this programme focuses on the achievement of age appropriate developmental and school readiness milestones to set a firm foundation for learning throughout the school career.



### Child & Youth Development (CYD):

An after-school programme for children aged 7-18 years that provides a series of activities for education, leadership, career and personal development throughout their formative years while in the schooling system.



### Career Development Programme (CDP):

Provides career guidance, job readiness training, industry specific specialised training (Retail, Hospitality, and ICT), job placement (entry level jobs, learnerships and work experience opportunities) and bursaries for further learning. These activities enable young people aged 19-29 access to economic opportunities after finishing high school.



## 360° SOCIAL SUPPORT SERVICES PROGRAMMES



### PRIMARY HEALTHCARE

Prevention, education and support on key health problems including the promotion of proper nutrition, child health, family planning, immunisation against major infectious diseases etc. Services include regular physical and health education, wellness, health screenings and checking of height, weight, eyesight, hearing and sensory motor functioning at scheduled intervals.



### FAMILY SUPPORT SERVICES

Addresses the young person's needs within the context of their family circumstances. Services include parenting skills, family preservation and development activities, counselling, support groups and advice and referral services.



### NUTRITION AND FOOD SECURITY

Encompasses providing young people with daily meals, and where required, their families with monthly food parcels, emergency relief and school lunch boxes, as well as establishing food gardens and other nutritional/food security activities necessary to educate and empower.



### EMPOWERMENT

Services that drive inclusion from a gender and disability perspective across the organisation. Here, children with disabilities and their families are given the tools and support needed to actively pursue their human rights as agents of change within their homes and community across all our core programmes.



## WHO BENEFITS

Our Cradle to Career 360° model benefits young, economically disadvantaged people in South Africa, from the age of two, until they are fully independent, employed adults. Together with them, our programme benefits whole families, giving them support and the necessary tools to help their children grow and gain economic empowerment.

We also aim to have a positive impact on the broader community as a whole. Approximately 85% of our employees are from the communities surrounding the centres, which makes many households from these communities earn sustainable income earned through working at Afrika Tikkun. This makes us one of the largest formal employers in our targeted communities.

These communities include Orange Farm, Alexandra, Diepsloot and Hillbrow in Gauteng and Mfuleni in the Western Cape.

As a broader picture, the biggest beneficiary of economically empowered youth is the economy itself. The more engaged, educated and employable the population, the less unemployment and crime there will be.



## OUR POINTS OF DIFFERENCE

Afrika Tikkun is a reputable organisation that has its heart and finances in the right place. We believe there are several reasons why our work is exceptional and making a real impact in shaping the future of South Africa:



**Responsible Kindness** - We believe in responsible kindness, which involves far more than just simply being kind – it means that one has to be kind in a way that reflects the consciousness around being kind. In this way, we ensure that we are not creating ongoing dependency, but rather orient our kindness towards empowerment.



**We are a transparent and accountable organisation:** In the interest of transparency and accountability, Afrika Tikkun is audited every year and releases an annual report to our partners and the public. In addition we transparently report on our performance against targets.



**We operate on the principle of “shared value”** Afrika Tikkun seeks to establish partnerships strengthened by a common purpose to uplift South Africa's youth through sustainable solutions that improve the quality of their lives. Because we recognise that the needs of our partners vary, we offer opportunities and benefits to suit their unique requirements.



**We are a one-stop shop for an organisation's transformation requirements.** Together with our sister companies Afrika Tikkun Investment Trust and Afrika Tikkun Services, we provide partners with the benefit of meeting 4 out of 5 of the B-BBEE obligations, especially on the socio-economic development, skills development, enterprise and supplier development and ownership scorecards.



**We remain one of the few organisations worldwide of which Nelson Mandela was Patron.** In the words of Tata Madiba – Afrika Tikkun is a “Miracle” – “Tikkun demonstrates in a practical and sustainable manner what can be done with limited resources, great commitment and passion. It is my belief that Tikkun represents the best of what civil society can offer in partnership with government's considerable efforts.”

**We monitor and evaluate our work regularly:** We continuously monitor the impact, outcomes and outputs of our model and programmes. Our monitoring and evaluation department conducts annual assessments to measure if young people are meeting programme outcomes and age appropriate developmental milestones.



#### Our Awards & Endorsements:

- **2018 TOP NPO in South Africa Ranking by the Corporate South Africa in the annual Trialogue survey.** Since 2015 we have maintained the top 3 position as an organisation that demonstrates the most developmental impact in South Africa.
- **Department of Social Development, Service Excellence Award 2018** – for being the Best Practice Development Centre.
- **Conscious Companies Awards 2017** – The Conscious Companies Awards is in recognition of organisations that understand what it takes to be authentic; operates with a sense of higher purpose; integrates the interest of all stakeholders; develops visionary leaders; builds a culture of trust, accountability, governance and caring; encourages creativity and innovation and is a responsible citizen in the communities that they operate in
- **FW De Klerk Goodwill Award 2015** – This was awarded in recognition of the organisation's wide range of programmes that empower vulnerable children and youth in South African townships.

# (ECD) EARLY CHILDHOOD DEVELOPMENT



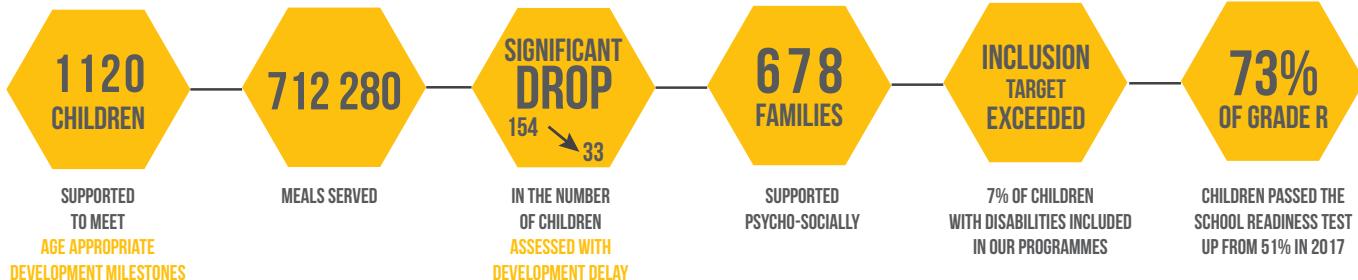
2 – 6 YEARS OLD

Research has shown that a child's early years of development require substantial support to foster healthy development in children. A child's socio-economic, environmental, health and nutritional conditions play a significant role in their growth, development and life prospects.

The ECD programme is the first and most critical stage in our Cradle to Career 360° model and it is during this stage that a **solid educational foundation** is laid in the lives of young children between the ages of 2 and 6. The principle goal for our ECD programme is to ensure that 75% of children that attend Afrika Tikkun centres meet their age appropriate developmental milestones and be confirmed school-ready by Grade R.

## CORE AREAS ADDRESSED IN THIS PROGRAMME

- Numeracy
- Literacy
- Cognitive Development
- Gross Motor (large muscle) Development
- Fine Motor (small muscle) Development
- Emotional and Social Development
- Age-appropriate Computer Skills Development







## OPERATIONAL HIGHLIGHTS

- The Grade R School Readiness Assessment, administered at all centres, presented the best outcome to date, in that **73% of Afrika Tikkun Grade R children achieved school readiness**
- The Toy Library project undertaken in collaboration with Cotlands resulted in each centre employing **a trained Toy Librarian**. The toys and equipment received are utilised by the ECD learners at the centre itself, as well as other ECD centres within close proximity on an outreach basis.
- In partnership with Brainwaves, **Competency Based Assessments of all ECD teachers and assistants** were undertaken at each centre. This resulted in training recommendations that commenced in 2018 and are being continued in 2019.
- The Play Every Day project in partnership with Sesame Workshop and the Lego Foundation that started in 2016, reached the intervention phase during 2018. **120 Parent/Caregivers/Child pairs** were reached with **12 Play Workshops at all centres**.



## SUCCESS STORY

### SINDI SHINES WITH TLC

Sindi is 5 years old and lives with her mother and 3 siblings near the Mfuleni centre. She was diagnosed with a lung condition that causes her to use a breathing aid 24/7. When Sindi joined our ECD programme, **Empowerment case administrators encouraged the family to join the support group for parents of children with disabilities.**

Sindi's first months in the programme were tough as she was overly hyperactive and disrupted the class often. Her hyperactivity meant that her breathing aid needed to be cleaned continuously.

Her teachers **encouraged her to focus her energy on creative art, painting and puzzles.** With the aid of Lego Blocks and daily reading, they slowly began to develop her cognitive skills. Additionally, Sindi's breathing aid was cleaned regularly to improve her lung condition.

Through the combined efforts of the ECD teachers, Empowerment case workers and Primary Health Care workers, **Sindi has been doing well in her daily activities** and has not had any issues regarding breathing.

Sindi's mother has been regularly attending the support group sessions and now **has a better understanding of how to take care of Sindi when she has breathing trouble.**



*After months of continuous support and development, Sindi no longer needs to use a breathing aid and her mother reports that she is helpful and happy at home.*

# (CYD) CHILD AND YOUTH DEVELOPMENT



7 – 18 YEARS OLD

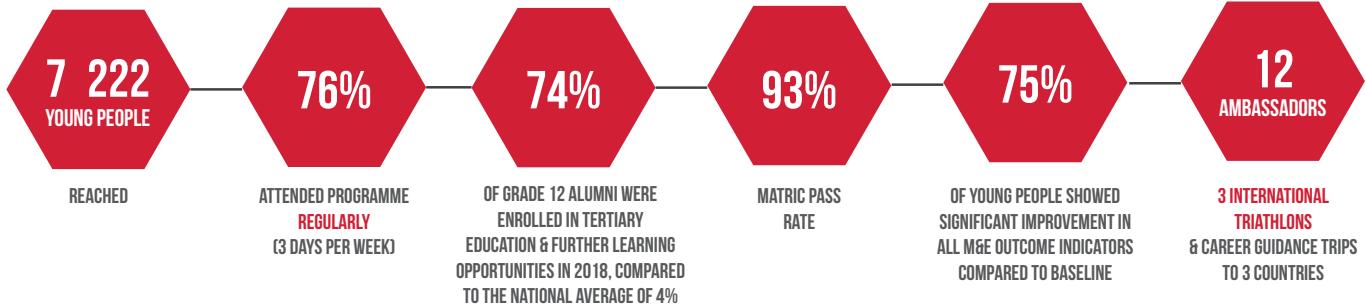
**Under-resourced and isolated education interventions that result in low academic achievement, high drop-out rates and grade retention is a reality in South Africa.**

30

The above coupled with lack of extra curricular activities and life skills training that teaches young people valuable skills such as entrepreneurship, innovation, creativity, responsibility, ownership and personal agency lead to dismal results in the quality of young people coming out of our education system. Many young people remain ill-equipped to cope with their studies and are often unable to make informed life decisions.

Afrika Tikkun's Child and Youth Development (CYD) Programme is an after school programme for young people from Grade 1 to Grade 12. It offers young people a series of activities that unlock a learner's potential. The CYD programme is based on 5 pillars. They are:

- **Empowerment:** Civic Education and Agency
- **Innovation:** Problem-solving and critical thinking
- **Care for yourself:** Health and fitness
- **Grow your Future:** Career Guidance and Work Readiness Skills
- **Inspired Learning:** Learning and homework support, study skills, computer literacy and Saturday school







## OPERATIONAL HIGHLIGHTS

- **A Subject Matter Expert (SME) for Child and Youth Development was appointed.** The SME will be required to standardise the CYD programme in all centres, with age/grade appropriate services for Grades 1 to 10 and Grade 11 and 12 learners.
- **Enrolment** in post-secondary education among Afrika Tikkun matriculants in the 2018 year **is 68%**, whereas the national average among the eligible population is 4%.
- The Afrika Tikkun **matric pass rate in 2018 was 93%** against a South African national average of 75.1%.
- The inaugural **CYD Awards, funded by Carglass Germany**, took place in November 2018. These awards serve to recognise young people for their skills or progress in various fields. The awards proved to be a great success in that young people were motivated to do their best and look towards the future with optimism.



## SUCCESS STORY ADAM\* FINDS HIS GROOVE

My name is Adam I am 18 years old and live in Berea (Hillbrow). While growing up, everything seemed negative at home. The situation was very bad, both my parents couldn't find a job because they were underqualified. We survived because my father would search for money, so we could eat every day. He had to borrow from family members to pay rent and school fees. We stayed in an apartment that we shared with people we didn't know and survived on grant money.

The situation turned both of my parents into bullies, especially my dad. He would beat my mother for little things that she did or did not do. That affected me and my little sister a lot. **I grew up as a quiet child in a noisy household.** I was never asked how school was and all our family problems made me feel neglected.

I put all my effort into my school work but I was sometimes not allowed in because we owed school fees. I tried so hard to cope with the situation but instead I felt depressed. Eventually this disturbed my schoolwork.

In 2017, a friend of mine from school told me about Afrika Tikkun and how Uthando centre



***Without any hesitation, I would say Afrika Tikkun has really changed my life for the better. It changed the way I live and I am very proud to be part of the Afrika Tikkun family. I can now handle pressure and deal with a wide variety of people.***

could help me with the situation I faced at home. **I registered for the CYD programme and received the help I desperately needed.**

Afrika Tikkun has provided me with a library filled with books and computers that have helped me with my school work. My facilitators assisted me in understanding my school subjects and were always there if I needed someone to talk to. Saturday classes were especially helpful to me. The classes helped improve my Math and Physical Sciences.

The programme has a self-advocacy group for young men called 'Young Urban Men'. The group has been really supportive. **I started opening up and talking about my feelings.** The sessions helped me get out of my comfort zone and I started engaging better with people.

The food parcels my family received also helped in a big way, especially when we struggled with money. In conclusion, I would like to give a word of thanks to Afrika Tikkun. A thank you is an understatement when it comes to how much I appreciate what I have received from Afrika Tikkun.

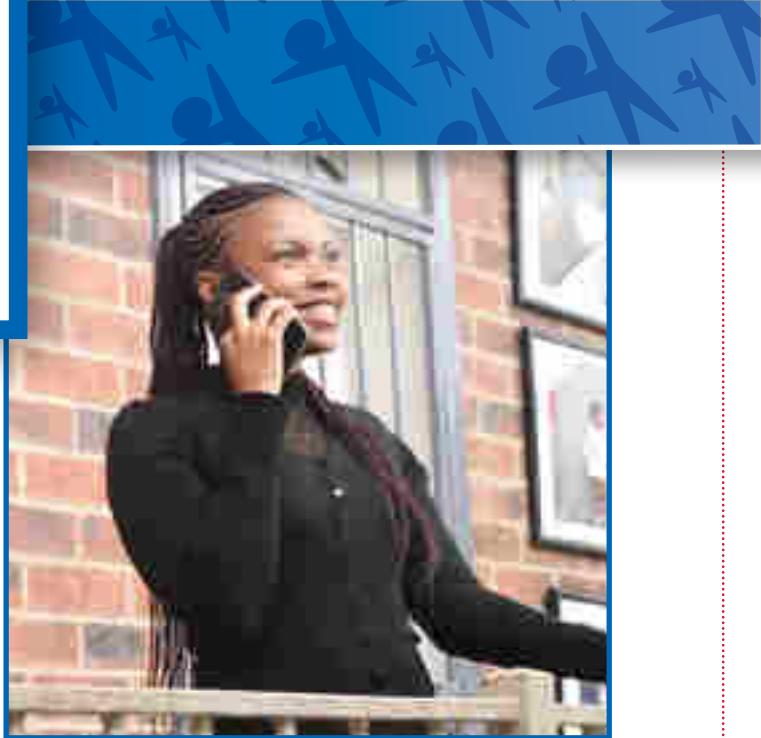
\* not his real name

# (CDP) CAREER DEVELOPMENT AND PLACEMENT



## 19-29 YEARS OLD

A need persists in South Africa for interventions that coordinate the efforts of governmental and non-governmental stakeholders to address the national lack of economic inclusion and participation, education, skills and training; as well as the health and well-being for the development of efficient and responsible youth. Young people also lack sufficient social capital which limits their ability to secure employment opportunities.



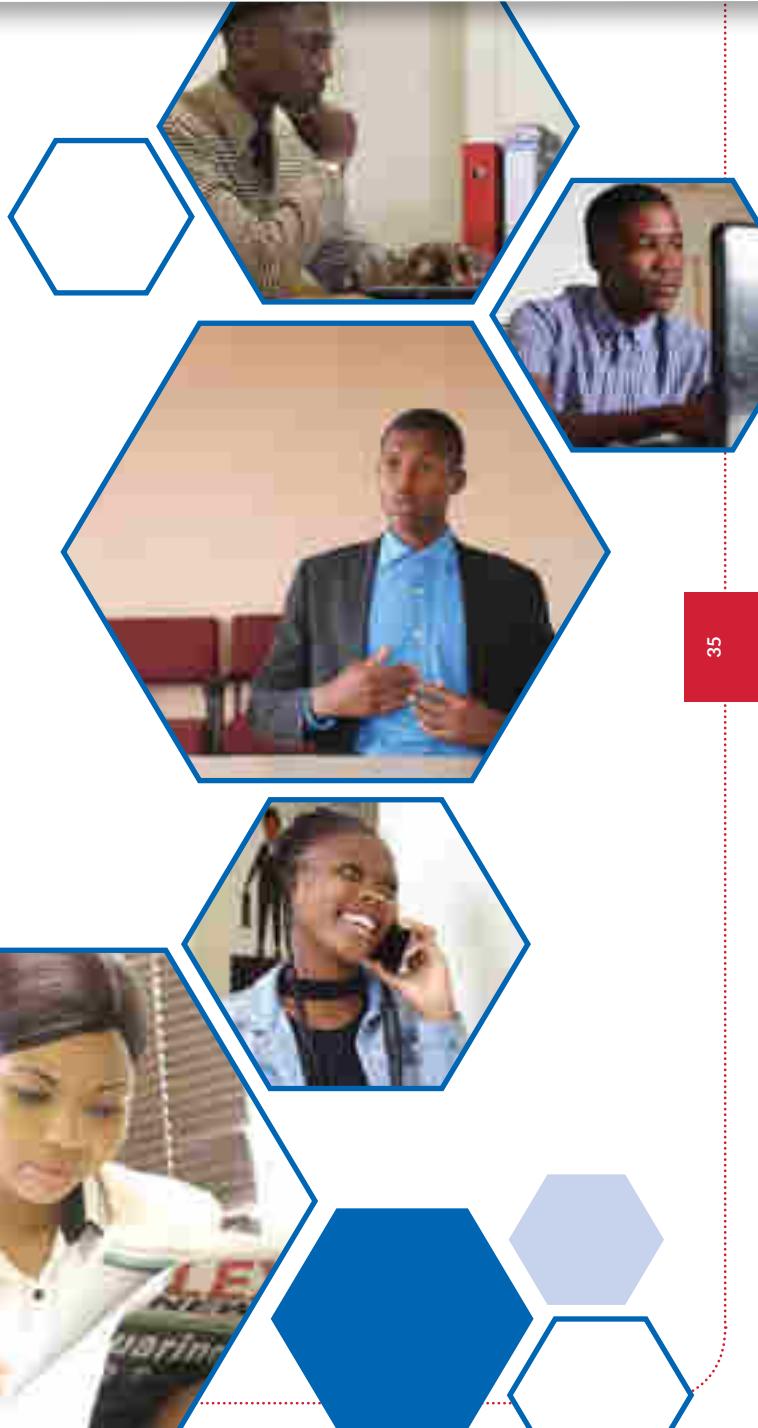
The CDP Programme at Afrika Tikkun aims to empower young people to access the economy and to build a better future for themselves, their families and their communities. It is targeted at young people between the ages of 19 and 29 and offers career guidance, job readiness training, specialised/vocational skills training, job placement and bursaries for further learning.





## OPERATIONAL HIGHLIGHTS

- Programme was developed and capacitated in the period under review.
- The Work Readiness Training was extended from one to three months. Each of the Gauteng Centres conducted **three Work Readiness Training sessions** in the year, and **Mfuleni in Cape Town conducted four**.
- New specialised training courses introduced during 2018 included the **Afrika Tikkun ICT Academy** (Technical IT Skills Training), **Barista training**, and **Beauty and Hair training**.
- Targets for registration on **Work Readiness, Specialised Training and Placements were exceeded**.
- Targets for placements were exceeded with **over 1100 young people transitioned into employment and self-employment opportunities**.





## SUCCESS STORY

### MBEKO\* SUCCEEDS AGAINST ALL ODDS

I am Mbeko and this is my story. I am 26 years old and was born in Soweto at the time where there were many riots in the community. Alcohol was the most accessible anti-depressant and at the time, it was fashionable to drink as well as smoke. During this time, life became confusing, and with an absent father, the constant abuse of substances took over.

I began to enjoy the taste of alcohol and practically stole money to feed my addiction. At the time, my mother didn't know that I was fighting these personal demons and I was unable to communicate with her. This continued until I lost a friend in a fight, between my friends and boys from a neighbouring community. At this time, I was 19 and doing my matric, my mother sat me down and told me that I could be whomever I wanted to be, but it won't be easy.

In 2011, I passed matric with a bachelor's, which made my mother proud. I had never seen my family so happy, maybe it's because I'm the eldest of my siblings. The following three years I was in and out of jobs, which was extremely frustrating.

**I knew the solution was to enrol for a course that would help me develop myself.** I attended college thinking I was on the right track but I became friends with people who had a negative impact on my life. I stopped attending classes and

wrote exams under the influence of alcohol. At this point in my life, I thought I would pass without studying but failed dismally. The following year my grandmother, who taught me how to be a man, passed away, and I felt so lost.

**After two failed suicide attempts, I realised that the world owes me nothing and therefore I needed to earn my keep.** One day a friend of mine was walking down the street wearing Afrika Tikkun branded clothing, I asked to accompany her. The following day I went back to the centre to enroll. I completed the programme which led me to be placed in a learnership in the Hospitality Industry.

**I aim to influence the next generation of dreamers, to go out there and challenge themselves to be the best.** In the next 10 years, I would like to have completed a BTech Degree in IT.

\* not his real name

# ALUMNI PROGRAMME



During the month of May 2018, the Alumni Programme was launched to enable Afrika Tikkun to stay in touch with its Alumni. The programme aims to (1) grow and maintain a comprehensive database of Afrika Tikkun Alumni; (2) maintain constant communication with Alumni and (3) keep them close to the organisation.

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***The programme will, amongst other things, ensure Alumni remain motivated and inspired to be the best they can in any environment, as well keeping them informed about job and other relevant opportunities.***

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# 360°/SOCIAL SUPPORT SERVICES PROGRAMME



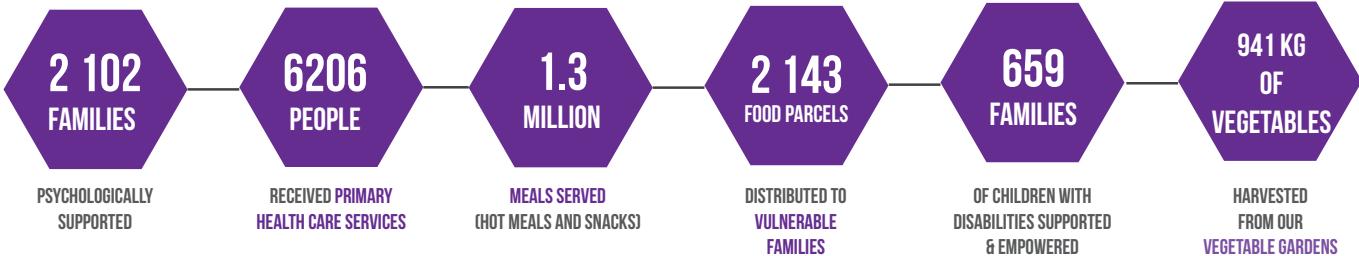
## ALL AGES

The 360° Social Support Services are an important contributor towards creating the best possible environment in which our young people can be successful. Internal strategy workshops have assisted Afrika Tikkun in understanding how much our core programmes i.e. ECD, CYD and CDP rely on families and individuals being healthy, happy, safe and supported.

# 360°

## KEY OPERATIONAL HIGHLIGHTS IN THE PERIOD UNDER REVIEW INCLUDE:

- Appointment of a **Subject Matter Expert**
- **360° Social Services** managed to create **cohesive teams** of Social Worker, Social Auxiliary Worker and Case Managers in each centre
- Introduction of '**Poverty Stoplight**', a tool for assessing the socio-economic situation of families. The baseline assessment was completed by 88% of Afrika Tikkun OVC families. It was found to be useful both for evaluation and as an intervention and we recommend the expanded use of the tool in our organisation.



## A SUMMARY OF THE KEY SERVICES THAT MAKE UP OUR 360° SOCIAL SUPPORT SERVICES ARE AS FOLLOWS



### FAMILY SUPPORT SERVICES

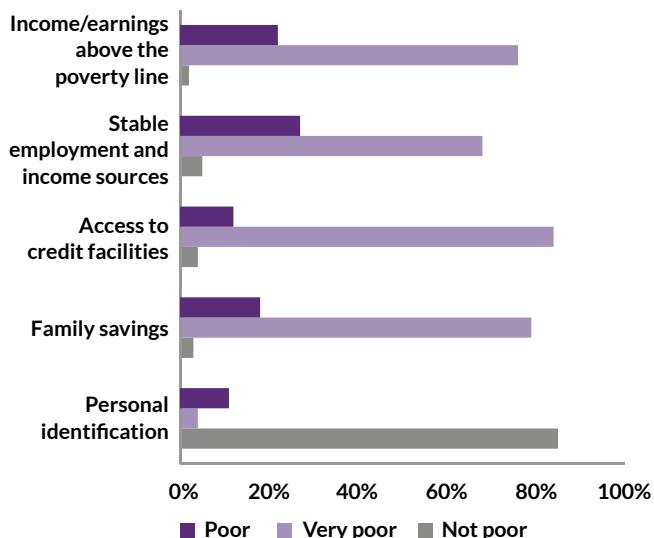
The Family Support Services programme focuses on nurturing a healthy family environment in which young people can thrive. Intake assessments are conducted to identify young people and their families who are most in need and to identify what services are required to meet these needs.

The introduction of the Poverty Stoplight tool, in support of orphaned and vulnerable 'at risk' families, helped them to self-diagnose their quality of life as a first step in developing a personalised strategy to lift themselves permanently out of poverty. 88% of 'at risk' status families completed the assessment. Survey results revealed that household income per month for the majority of these families was equal to or less than R2 000. Most survived on grant money and could only afford to eat 2 meals a day.



### INCOME AND EMPLOYMENT

*Extract from Stoplight assessment undertaken amongst 88% of identified 'at risk' families during 2018*





## NUTRITION & FOOD SECURITY

The Nutrition and Food Security programme provides young people with age appropriate and dietician certified nutritious meals whilst they are at the centres. Families identified as 'at risk' receive food parcels for 6 - 12 months.

Each of the centres (with the exception of the centre in Alexandra, which is challenged in terms of available space) have established food gardens to support the requirements of the kitchen. In addition, these gardens serve as a training site for young people at the centres and the communities in which they operate on how they can grow their own vegetables.



## PRIMARY HEALTH CARE (PHC)

Under resourced communities in South Africa face numerous challenges one of which is access to Primary Health Care (PHC) services. Afrika Tikkun offers PHC services to young people who participate in our core programme and, where necessary, to the families of these young people. About 2 206 people received Primary Health Care services support in the review period.





## EMPOWERMENT

The Empowerment Programme represents a progressive step towards helping young people, particularly children with disabilities and their families, find solutions to the enormous challenges they face, and to create social change by leading the struggle against human rights violations perpetrated against them. The programme seeks to achieve this through human rights education and advocacy skills provided to age appropriate self-advocacy groups and self-help groups for parents/caregivers of children with disabilities.

The programme also facilitates the development of child safeguarding policy and practice development within the organisation as well as the provision of social support services to at-risk young people and families. Where possible, the programme disseminates best practices amongst peers and complementary organisations in the development sector. In 2018, the programme developed and maintained 25 self-advocacy groups which engaged various levels of duty bearers in pursuit of the realisation of their human rights. These groups became active agents of change in their communities.

### **Extract from Cradle to Career 360° Impact Report (January - December 2018)**

Cradle 2 Career (C2C)	Target	Actual	Variance
<b>Number of young people with OVC/Y status</b>			
ECD	30%	28%	-7%
CYD	30%	23%	-23%
CDP	30%	41%	37%
<b>Number of young people with disabilities</b>			
ECD	5%	7%	40%
CYD	5%	1%	-80%
CDP	5%	3%	-40%



## SUCCESS STORY

Lulama\*, a 15-year-old girl was born HIV-positive. Her younger brother, Sipho\* is 9 years old and they both attend primary school. Three years ago, Lulama's HIV-positive mother fell ill. She was in and out of hospital before she finally passed away. The children were left without a caregiver. During that time, Lulama stopped taking her medication and was admitted to hospital. She lost a lot of weight and her diet was very poor, affecting her attendance and performance at school. The children were referred to Afrika Tikkun.

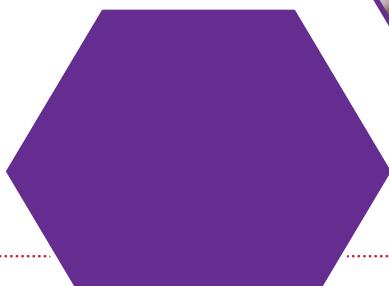
Through Afrika Tikkun's intervention, the children's maternal uncle decided to take them in. Afrika Tikkun equipped the uncle and his wife with parenting skills, knowing that they had to take care of two children of their own. "We also supported the family with food parcels and other donations. We made sure Lulama was taking her treatment. We also taught the aunt how to care for a child with HIV".

Lulama attends Afrika Tikkun every day – where she receives a healthy meal and plenty of emotional and academic support. In recognition of how much she has progressed and matured, she was selected to attend a leadership camp.

\*not their real names



**"I learnt a lot from that experience. I really appreciate what Afrika Tikkun has done for my family and me", she says. She is now taking her medication and is on a healthy diet. She is a healthy and happy child. Her class teacher also reports that she is doing well at school.**





# 25 YEARS LEGACY

**1994**

**Chief Rabbi Cyril Harris** and **Bertie Lubner** joined forces and Tikkun was born.

- Basic assistance was provided for the victims of floods fire, hunger and disease.
- Rietfontein projects and Temple Israel in Hillbrow (Crèche and basic adult skills training: literacy numeracy and dressmaking).
- Arnold Forman joined forces with the duo in that year.

**1994**

**1995**

**1995**

**Herby Rosenberg** became CEO.

- Disaster management and the reaction unit established shack renovation scheme

**1997**

The Tikkun Cape Town branch and Department of Water Affairs and Forestry (**DWAF**) formed partnership to develop the **Nelson Mandela Peace Park** in Delft.

**1997**

**1998**

**1998**

Tikkun registered as a **section 21 company** and undertook a major drive to advance work at **Temple Israel nursery school** in Hillbrow which flourished.

**2000**

When the Alexandra Township experienced floods, Tikkun got involved with **Rev Linda Twala** to upgrade the local hall, and built a clinic, library and sewing room at **Phuthaditjhaba Centre**.

- Tikkun started a feeding scheme in Diepsloot and upgraded Mam Sophie's Crèche (local crèche) using a container.
- Independent Development Fund took over the Rietfontein Agricultural project.

**2000**

**1999**

**1999**

The Rietfontein farm project gained momentum and a farm school was adopted.

- Nelson Mandela visited the Afrika Tikkun project and was impressed with Tikkun's efforts and volunteered as its Patron-in-Chief

## 2001

Tikkun became involved in a feeding scheme.

- A lease was obtained from the Methodist church in Diepsloot; the site of Afrika Tikkun "Wings of Life".

## 2001

## 2002

Tikkun started delivering in **Orange Farm** through the **Tjhebele Pele**, involving seven community based organisations.

## 2004

Marc Lubner became the CEO of MaAfrika Tikkun and Herby Rosenberg was appointed as the **Executive Deputy Chairman**. A new strategy for Afrika Tikkun was formulated.

## 2003

Tikkun became **MaAfrika Tikkun**.

- MaAfrika Tikkun became international and established independent partner fundraising offices in the UK, USA and Australia.
- A Diepsloot water pump and kitchen were built and the Edutainer was set-up.

## 2005

## 2005

MaAfrika Tikkun partnered with the City of Cape Town, Department of Water Affairs and Forestry and the Mfuleni Community for the development of training and resource Centre.

- MaAfrika Tikkun received the Impumelelo silver award from Mail & Guardian Investing in the Future.

## 2006

An era of sport and fun began with the first **Mini-Olympics**.

- Holistic Development Model - Five core inter-related services were formalised.
- MaAfrika Tikkun received the most innovative award from Mail & Guardian Investing in Life.

**2007**

MaAfrika Tikkun partnered with an NGO that offered the community a **crèche** and a **skills development centre**, with the intention of developing a centre of excellence.

- Young people of MaAfrika Tikkun began to attend international triathlons.

**2007**

**2008**

**2008**

**Wings of Life Centre of Excellence** was finally opened in Diepsloot.

- A holistic model and the first centre of excellence was developed.
- MaAfrika Tikkun received the Spirit of Jo'burg award from Inyathelo Awards for family Philanthropy.

**2009**

**Phase1** of Orange Farm Centre of Excellence (**Arekopaneng ECD and CYDP**) opened.

- MaAfrika Tikkun signed a service level agreement with the Department of Social Development.

**2009**

**2010**

**2010**

**Phase2** of the Orange Farm Centre of Excellence Arekopaneng CYD opened.

- Diepsloot offered dedicated services for survivors of gender-based violence.
- Bertie Lubner received a Lifetime Achiever Award from Ernst & Young South African Chapter of the World Entrepreneur Awards.

**2012**

**Afrika Tikkun Uthando Centre of Excellence** in Braamfontein Opened.

- Five centres of excellence were completed.

**2012**

**2011**

**2011**

MaAfrika Tikkun initiated **empowerment programmes** for children with disabilities and their families' in Orange Farm.

- Ronnie and Rhona Lubner ECD and CYD Development Centre opened.
- Construction of Zolile Malindi Community Centre of Excellence began in Mfuleni.
- Three centres of excellence were completed.
- MaAfrika Tikkun was rebranded to Afrika Tikkun.
- Marc Lubner won the Cyril Harris Humanitarian award, acknowledging an individual for making a major contribution to the betterment of people's lives.

## 2013

Afrika Tikkun services (Pty) Limited was established and the **Cradle to Career 360° model** was launched.

- Tikkun was presented with the Transformation Award from the South African Property Owners Association.
- The Work Readiness and Placement programme launched.

## 2013

## 2014

After two decades **Afrika Tikkun** has impacted hundreds of thousands of lives.

- Afrika Tikkun operated on a R60 million annual budget, employed 556 people and has assisted over 61 000 young people.

## 2018

Tikkun launched its first **ICT Academy**, which was formed as a part of the **Career Development programme**.

- The Memeza Bazokuzwa child protection campaign, aimed at combatting the growing abuse against children, was launched.
- Garden 2 Kindergarten programme aimed at young people in Grade R was launched at Orange Farm.
- Inaugural CYD Awards that celebrated the achievements of our young CYD learners were held across all centres.
- Organisation crossed the R100 Million budget and funding threshold finishing the year with funding to the value of R109 Million.

## 2016

Bertie Lubner passed away in April; Herby Rosenberg became Acting Chairman;

- Afrika Tikkun secured top position in Trialogue's corporate and NGO polls
- Belron Training Centre opened at Uthando

## 2015

## 2015

Afrika Tikkun launched the “**Paint it Purple**” campaign together with the parents and caregivers from Orange Farm, with the motive of recognising children living with disability and their families.

- The FW De Klerk Foundation awarded Afrika Tikkun with the 5th Annual FW De Klerk Goodwill Award.

## 2018

## 2017

## 2017

Arnold Basserabie appointed Chairman. Greater emphasis was placed on **governance and control**.

- Herby Rosenberg steps down as Executive Deputy Chairman
- Appointed Management information specialist
- Onyi Nwaneri appointed as Head of Strategy, Partnership & Marketing

# KEY ORGANISATIONAL EVENTS

## BELRON Events

Belron has been swimming, cycling and running for Afrika Tikkun since 2002. In 2018 Employees, friends, families, partners and suppliers competed as individuals, teams and business units to raise funds to support Afrika Tikkun's programmes.

Our young people have the opportunity to participate in 3 triathlons every year: The Safelite Triathlon in Las Vegas USA in April; the Carglass Soccer Tournament in Germany in June/July, and The Spirit of Belron Challenge in London UK in September. 2018 was no different, 12 young people and their chaperone's participated in this event and gained tremendous experience and life skills in the process.



## ONIKE'S MEMORIES OF THE UK

My Name is Onike Pilisani. I am from Mfuleni Centre. I am one of the young people that went to London on the 12th-24th of September 2018. Being the 2018 Ambassador of Afrika Tikkun was a great experience for me because I learnt a lot in London about our biggest Donor - Belron International. We visited different organisations and companies in the UK. Everyone was so friendly to us and as a lawyer-to-be I was very impressed with their justice system.

The first person to welcome us in London was Jenni, but we called her mommy-2 because she and Ramona took good care of us and I am very grateful for them being able to be with us in London.

As the ambassadors, we also did a wonderful thing which we are very proud of: we created an art painting and we used the Golfer's fingerprints to create this painting. We called this painting "the tree of life" because it is a sign of unity.

We also met a wonderful employee of Belron – Pete. He clearly explained Belron's purpose and history.

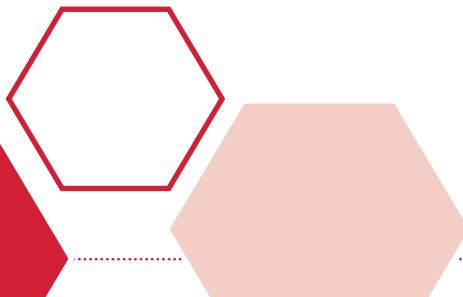
We also visited The First Bank of Nigeria. We met loads of people that motivated us to be better people but my favorite was Lesley, she is the best. She taught me that you can do anything if you just put your mind to it. She told us about her story and I was so motivated. I learnt a lot just visiting the FBN.

We met people from different countries who supported us as the Family of Afrika Tikkun. We also met the CEO of Belron Gary, he was so nice to us and very caring.

I had the greatest time in London and we all got a gold medal for finishing!

I am grateful for the wonderful opportunity Afrika Tikkun has given me. I will most certainly give back in the future and as I continue to be at the centre, I'll also motivate others to do more. Thank you to everyone who made my trip possible, keep on helping to change our lives.

Kagiso Mosomane



## NICHOLAS' MEMORIES OF GERMANY

I thought I was dreaming and never took it seriously until I saw myself at the airport saying goodbye to my family and friends.

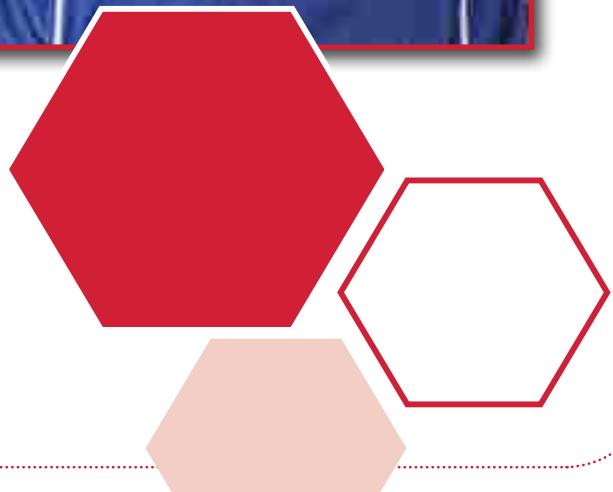
Here it comes, a scary moment, the dream and all the happiness flashes away and is replaced by fear of the unknown. I got on the plane, and realised there was nothing to be afraid of. We arrived in Dusseldorf and met two fantastic mothers who took us for a tour.

There were many beautiful places we visited. I could spend the whole day sharing how fun it was.

Everyone I met there was great, generous and welcoming. This experience has really changed my life for the better, I saw that the world is big enough for me to reach my dreams and dream beyond Diepsloot.

I would like to thank all the people who have contributed to our visit. I am grateful for their time, financial - and any other support.

H.S Nicholas

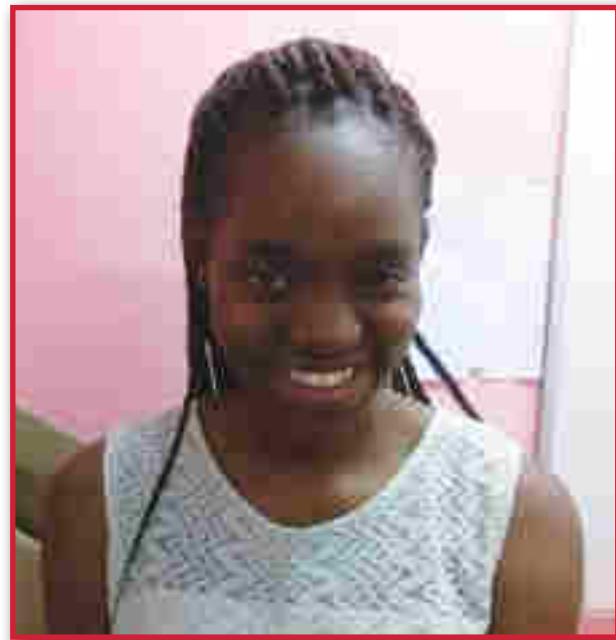


## SIBONGILE'S MEMORIES OF THE USA

My name is Sibongile, and I was fortunate enough to go to the USA on the 3rd – 30th of April. The first day of traveling was overwhelming, it was my first time being at the airport and my very first time seeing a plane. That day Sipho took us to Mug n' Bean before our flight, which was also my first being in such an expensive restaurant. When I boarded the plane my heart thumped with excitement, and when it started moving I felt as if I was on a carnival ride. After we landed in Boston our hosts took us to go watch a baseball match and at the end of the game, they bought us Redsoxx sweaters, gloves and hats.

After the game we went to watch the Boston marathon and then bowling, were we spent a day having fun with the members of the junior board. One of my highlights was going to Harvard University and going to Bobby Sager's house. Then we went to Las Vegas and my breath was taken away by the beauty that surrounded the place.

Later that night we went for dinner and we got huge ribs and tried a lot of things like fried pickles. During our stay in Las Vegas we participated in the Safelite marathon. The next day we went to Columbus Ohio where we went to the Safelite headquarters and saw a windshield being fixed.



I really enjoyed the trip and I have learnt a lot from a lot of people who have made me look at life differently, they also made me believe that I am capable of achieving anything. The people there showed us a lot of love and treated us as their own children.

Sibongile

# Spelling Bee

r-e-c-o-n-n-a-i-s-s-a-n-c-e

Most adults battle to get their head around spelling this word, but this was the word that won Eza Mpatisa from Orange Farm the top spot in the 13 – 15 age category. The entire hall was holding their breath as Eza, very carefully, worked her way through the word. When she had completed spelling the word and the judges declared that it was correct, the hall erupted in applause.

After studying, cramming, learning and practicing spelling for the better part of two terms, young people from all our centres took part in the Spelling Bee final at the Arekopaneng Centre in Orange Farm on 20 October 2018.

Four extremely worthy winners representing each of the four age categories took home the title of Spelling Bee Champion. They were; Thabiso Manamela (7–9 years) from Alexandra, Ayanda Baloyi (10–12 years) from Alexandra, Eza Mpatisa (13–15 years) from Orange Farm, and Nqobile Mazibuko (16–18 years) from Orange Farm.





***The benefits of spelling competitions extend beyond language. Since the young competitors are required to spell words, while on stage, they develop self-confidence, communication and public speaking skills and the ability to thrive under pressure.***

We thank all our sponsors for powering the next generation of Afrika Tikkun young people towards academic excellence - it's a priceless reward for their investment. Accelerate Property Fund, Indwe Risk Services, Netsurit, Dashpay Waltons, Workonline Communications, Phoenix Capital, Veda Development and Growright contributed to the success of the event through funding, employee volunteering and prize donations.



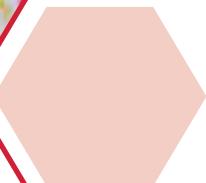


# Talent Day 2018

In July every year, Afrika Tikkun hosts a Talent Day - an annual sports, arts and culture competition which brings together over 3500 young people from our 4 Community Centres. It is a day where we celebrate our young people, encourage integration, and establish a platform for personal interaction and community engagement.

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Talent Day offers the chance for youth to enhance their physical and social skills. The various activities and training conducted in preparation for the event and the event itself inculcates human values such as respect for the opponent, acceptance of binding rules, teamwork and fairness, all of which are principles which are also contained in the Charter of the United Nations. Most importantly for us, events such as Talent Day bring disparate people together by strengthening ties and celebrating the common ideals of fairness, sacrifice and hope.



# Inaugural Gala Dinner

Celebrates South African Icons

With its host of icons, celebrities, leaders and captains of industry – the inaugural Afrika Tikkun Icons Gala Dinner at Room Five in Rivonia on 31 October 2018 was an array of South Africa's very best. The event set out to celebrate South African Icons who founded the organisation and also those who have impacted the organisation since its inception in 1994.

Several high value items were auctioned off, including two lithographs of artwork by former President Nelson Mandela, three unique Gert Johan Coetze designs of bowties for The Bowtie Challenge, jewellery and other valuable items.

*The final auction was an artwork of the iconic Mandela face, which was created live on stage by John Adams.*







# CYD Awards

Recognising and Rewarding Excellence

In the latter half of November 2018, each of the five centres hosted their own CYD Awards. The awards recognised and rewarded the efforts of young people who exhibited excellence in a variety of categories including academics, leadership, sports, parental involvement & engagement, child protection etc. The Awards were sponsored by Carglass Germany.

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# MANAGEMENT TEAM



09

From the left, standing: **Sipho Mamize** - GM Diepsloot Centre, **Patricia Moloi** - GM Alexandra Centre, **Lizo Madinga** - GM Mfuleni Centre, **Jean Elphick** - Planning, Monitoring, Evaluation & Learning, **Birgit Vijverberg** - Chief Operating Officer, **Stephenson Tapera** - Finance Manager, **Onyi Nwaneri** - Head of Strategy, Partnership & Marketing. Sitting left: **Marc Lubner** - CEO, **Nehwoh Belinda** - GM Braamfontein Centre. Not present in the photo: **Manny Mhlanga** - GM Orange Farm Centre

# OPERATIONAL ENVIRONMENT

South Africa faces the triple challenge of inequality, poverty and unemployment. These challenges manifest in hundreds of under resourced communities characterised by:

- Poor quality healthcare and schooling
- Inadequate access to safe water, sanitation, and other infrastructure
- Poor structural quality of housing
- Overcrowding
- Insecure residential status
- Corruption

These problems are being solved by a myriad of state and non-state actors, one of which is the NGO/NPO/NPC/PBO/Civil Society sector. This sector although faced with a mammoth task appears to be saturated and in competition with each other as illustrated below:

- By the End March 2010, the country had 65 633 registered NPOs
- By the End March 2015, the country had 136 453 registered NPOs; an 86% growth over 5 years
- By end of 2018 there were an estimated 170 000 registered NPOs in South Africa

The above notwithstanding, the NGO/NPO/NPC/PBO sector continues to work towards solving the following socio-economic challenges:

- High unemployment and low income communities
- A breakdown in the nuclear family
- High crime rate
- Poor standards of education
- ‘Absent father’ syndrome
- Teenage parenthood
- Alcohol abuse

## FINANCIAL CONSTRAINTS

Although, NGOs fill an important role in supplementing the efforts of government departments in the delivery of social services, the sector faces severe financial constraints as a result of:

- Slow to no economic growth in many sectors
- International funding being under threat as a result of corruption and state capture scandals
- South Africa no longer considered a 3rd world country and investment being redirected to other parts of Africa

*In light of these challenges, many NGOs face collapse. On the contrary, Afrika Tikkun since its inception, has developed and grown year-on-year.*

# GOVERNANCE REPORT

**The Board of Afrika Tikkun is committed to effective and ethical leadership through the adoption and implementation of principles of good governance, not only at Board and management level, but throughout the operations of the organisation.**

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In line with the recommendations of the King Code on Corporate Governance for South Africa 2016 ("King IV"), Afrika Tikkun has adopted a proportional approach to corporate governance, implementing those principles as are appropriate to the size, complexity and resources of Afrika Tikkun.

The Board consists of both executive and non-executive directors, the majority of whom are independent. The Chairman of the Board is an independent non-executive director and the Chief Executive Officer is ex officio a member of the Board. Directors are drawn from diverse backgrounds, providing a variety of viewpoints, range of knowledge, skills and experience.

The Board meets four times every year to receive reports on the performance against the vision, strategy and budgets approved. Senior management regularly attends board meetings by invitation to report to the Board on the activities of Afrika Tikkun.

The Board has established an Audit and Risk Committee and a Human Capital Committee. The Audit and Risk Committee meets at least three times each year to review the financial performance and oversee the management of risk. Managing risk is the responsibility of all managers within Afrika Tikkun.

The Human Capital Committee assists the Board on matters relating to employees, and meets as and when necessary. During the year, the Human Capital Committee identified and made a recommendation to the Board regarding the appointment of a Deputy Chief Executive Officer. A rigorous and formal process was followed.

Following the amalgamation of the Grant Thornton Johannesburg Partnership with BDO South Africa Incorporated ("BDO"), BDO was appointed as auditors of Afrika Tikkun in place of Grant Thornton. Kathryn Luck, previously of Grant Thornton but currently of BDO remains the designated auditor.

BDO attends meetings of the Audit and Risk Committee by invitation when the financial statements or the annual audit are under consideration. BDO regularly meets with the Audit and Risk Committee without management present.

In line with international best practice, the Audit and Risk Committee and the Board have recently adopted formal Terms of Reference.

## THE BOARD CONSISTS OF:

Arnold Bassarabie	Independent Non-Executive Chairman
Marc Lubner	Chief Executive Officer
Arnold Forman	Non-Executive Director
Rabbi David Hazdan	Independent Non-Executive Director
Wendy Lucas-Bull	Independent Non-Executive Director
Azola Mayekiso	Independent Non-Executive Director
Peet van der Walt	Independent Non-Executive Director

***During the year, Herby Rosenberg and Karuna Mohan resigned as directors, having made significant contributions to the activities and development of Afrika Tikkun.***

# CHILD PROTECTION REPORT

In the environments in which Afrika Tikkun works, complex socio-economic factors expose children and families to a myriad of toxic stressors that stand between young children and future economic productivity.

In 2018, great strides were made in the way our organisation prevents harm from coming to children and responds to child protection concerns.

## 'ambassadors for children'

The Memeza Bazokuzwa (Speak up! You will be Heard!) Campaign was a massive triumph for Afrika Tikkun in 2018. As part of this campaign, 361 staff completed a 3-part training course on child protection and the conduct expected of Afrika Tikkun employees, who should all be 'ambassadors for children'.

Improved reporting and reaction protocols in response to child protection concerns were implemented at centres, led by Social Workers who are designated child protection officers. The number of reported and managed cases doubled, indicating the success of the programme.

Over 550 staff, volunteers and associates completed criminal vetting and HR took remedial steps to follow-up on staff that did not comply with Afrika Tikkun's Code of Conduct.

Over 2000 young people completed training on child rights and safety and learnt the Memeza Bazokuzwa message. Training extended beyond centres to outreach schools, especially in Mfuleni. All girls of school going age and CYD staff completed the Actions Break Silence self-defense course.

*Young people reached out to their communities with the message of Memeza Bazokuzwa. They arranged Child Protection Parades through the streets during Child Protection Week, participated in an Imbizo, and wrote and produced theatre pieces that were performed at centres during 16 days of Activism. As a result of all of these activities:*



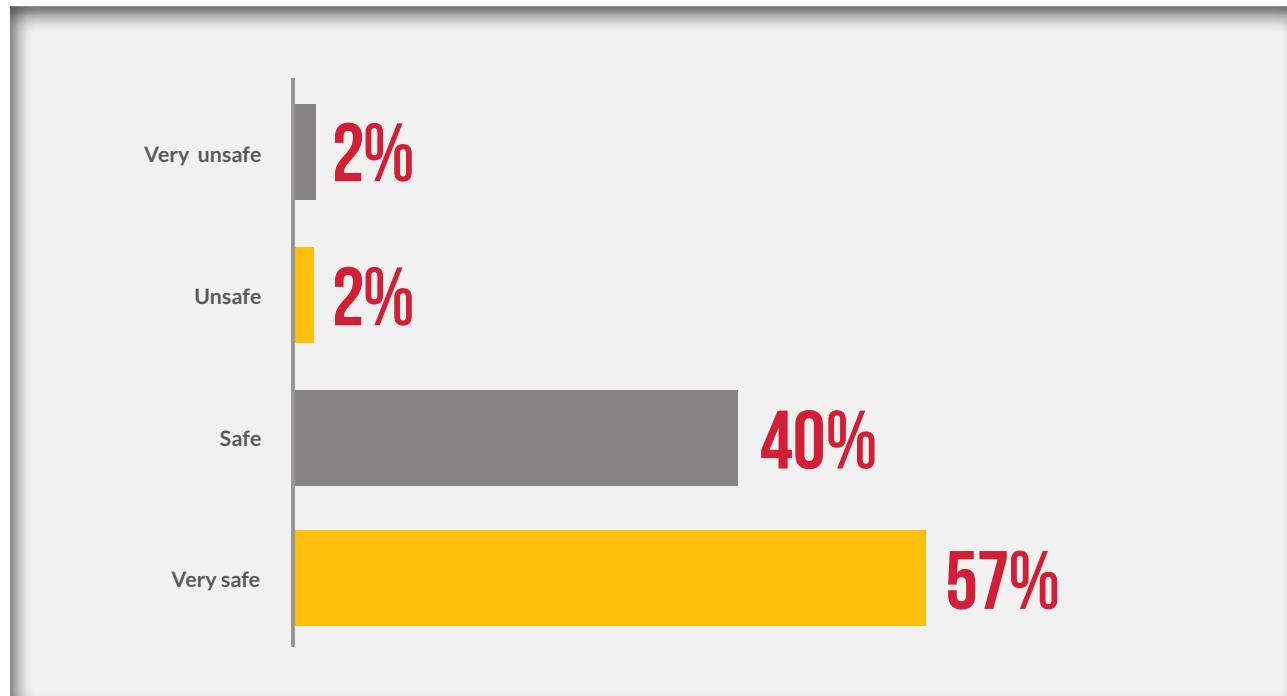
**97%**  
FEEL SAFE

**57 CASES**  
HANDLED

- 97% of young people reported feeling safe at Afrika Tikkun. Children cited having ‘trained staff’, ‘security officers’ and a ‘child protection officer’ made them feel safe.
- For the first time, targets were set and reported against.

- 57 child protection cases were handled and reported on the Afrika Tikkun Child Safeguarding Report in 2018, more than twice the number handled in 2017.
- The Child Protection Policy was comprehensively implemented.

## CYD 2018 ENDLINE EVALUATION: HOW SAFE DO YOU FEEL AT AFRIKA TIKKUN? (N=2000)



# FINANCE & RISK REPORT



## COMPREHENSIVE OPERATING STATEMENT

Year ended 31 December 2018

	2018	2017
	Total	Total
	R	R
<b>Total income received</b>	<b>109 683 777</b>	<b>89 059 444</b>
Donations raised		
Cash Donations received	100 936 944	82 288 638
Donations in kind received	88 089 073	72 320 381
	12 847 871	9 968 257
Other Operating income		
Contributions from beneficiaries	5 514 332	4 070 772
Events income	2 572 422	2 141 565
Shared services recoveries & other income	1 513 356	972 845
	1 428 554	956 362
Interest income received	3 232 501	2 700 034

## Comprehensive Operating Statement, continued

Year ended 31 December 2018	2018	2017
<b>Total Expenditure</b>	<b>(107 074 337)</b>	<b>(88 871 276)</b>
Head office expenditure	(3 388 199)	(2 055 973)
Marketing and Fundraising costs	(12 000 138)	(13 669 010)
<b>Cradle to Career Expenditure</b>	<b>(73 077 926)</b>	<b>(55 351 488)</b>
Early Childhood Development	(7 760 273)	(7 050 486)
Child and Youth Development Programmes	(11 645 846)	(11 731 463)
Career Development & Placement Programmes	(12 181 254)	(5 058 264)
360° Social Support Services	(11 095 990)	(7 785 708)
Support Services (Infrastructure, Utilities, ICT Equipment, Centre Management and Logistics)	(30 394 564)	(23 725 566)
<b>Community Outreach Costs</b>	<b>(18 608 073)</b>	<b>(17 794 805)</b>
Designated Community Outreach Obligations	(2 868 072)	(1 051 591)
Donations in kind - designated expenditure	(9 676 009)	(9 968 257)
Primary Health Care & Intervention Programmes	(4 919 518)	(5 548 212)
Gender Based Violence - Nelson Mandela Children's Fund	(936 244)	(1 093 217)
Family support - Department of Social Development	(208 229)	(133 528)
Finance Costs	(785)	(847)
<b>Net surplus funds for the year</b>	<b>2 608 655</b>	<b>187 321</b>

	2018	2017
<b>Community Centre Costs</b>	<b>(73 077 926)</b>	<b>(55 351 488)</b>
Alexandra	(10 331 139)	(9 089 717)
Diepsloot	(12 247 774)	(10 510 574)
Uthando	(12 174 281)	(9 933 295)
Orange Farm	(12 741 714)	(11 311 018)
Mfuleni	(12 854 318)	(10 175 466)
Belron Training Centre	(12 728 700)	(4 331 418)

# AUDITOR'S REPORT

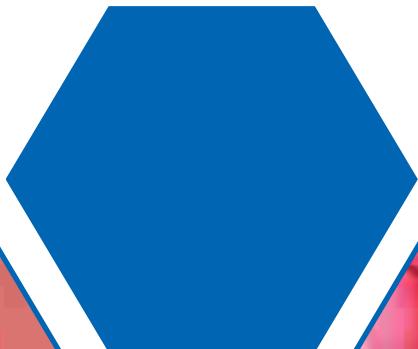
## Opinion

We have audited the financial statements of Afrika Tikkun NPC set out on pages 13 to 27, which comprise the statement of financial position as at 31 December 2018, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Afrika Tikkun NPC as at 31 December 2018, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (Parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



## Other information

The directors are responsible for the other information. The other information comprises the Directors' Report as required by the Companies Act of South Africa and the supplementary information set out on page 28. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the directors for the financial statements

The directors are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards and the requirements of the Companies Act of South Africa, and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.



## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO South Africa Incorporated  
Registered Auditors

K A Luck  
Director  
Registered Auditor

16 May 2019



# FINANCIAL SUSTAINABILITY

Non-profit organisations face a myriad of challenges in establishing and maintaining financial sustainability due to the reality of an economic downturn coupled with a change in donor funding focus. These challenges are exacerbated for Afrika Tikkun serving low-resourced and high-need communities.

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Afrika Tikkun has over the past 25 years adopted a financial strategy aligned to the organisation's focus of meeting needs in a sustainable manner.

This strategy includes developing and maintaining key external relationships with funders which include government, corporates, foundations, trusts, and individuals as well as international partners.

Internally Afrika Tikkun has a structured relationship with Afrika Tikkun Services (Pty) Limited, a wholly-owned subsidiary of Afrika Tikkun Investment Trust, whose sole purpose is to provide long-term financial sustainability for the Afrika Tikkun Non-Profit Organisation.

This two-pronged approach has helped us reach and maintain an 80% donor retention and 20% new donor acquisition rate every year.

Budgeting and effective financial oversight are at the core of our focus as we endeavour to maximise on programmes, offering efficiencies in the long-term.

The Executive Management Committee (EXCO), which includes departmental heads as well as general managers, meets every month to review the monthly performance against strategic targets. The team is also tasked with the responsibility of enhancing our internal control procedures to improve the mechanisms for identifying, assessing and monitoring risks. All identified risks are at all times mitigated to ensure sustainability of the organisation.

In addition to an internal review by EXCO, the Audit & Risk Committee meets prior to all board meetings to review the financial results, the audit report, and the strategic and operational risk report.

Our financials are audited at every year-end by one of the top 10 audit firms.

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***We are proud of our financial efficiency and accountability as we work to maximise the value of every rand received.***

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# DONORS, PARTNERS & STAKEHOLDERS

## CORPORATES

- Abland (Pty) Ltd
- ABSA Bank Ltd
- ABSA Wealth Ltd
- Accelerate Property Fund Ltd
- Acceleration Cape Town
- Acdoco SA (Pty) Ltd
- African Oxygen Limited (Afrox)
- African Resonance Business (Pty) Ltd Solutions (Pty) Ltd
- AGT Africa (Pty) Ltd
- AGT Foods (Pty) Ltd
- Alchemy Development
- AngloGold Ashanti Ltd
- AON South Africa (Pty) Ltd
- Autoglass Ireland Ltd
- AVI Anglovaal Industries Limited
- Azura Worx (Pty) Ltd
- Belron Canada Inc.
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- Berlut Books Group
- Blessing in Disguise
- Blue Label Telecoms (Pty) Ltd
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- BSC Stationery Sales (Pty) Ltd
- Cape Union Mart International (Pty) Ltd
- Care For Education
- Carglass Austria

- Carglass BV (Netherlands)
- Carglass Finland
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- Carglass Italy
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- Challenge IT CC T/A Absolute Cloud Solutions
- Chimes Cranes
- Chiva Africa
- Cloudsmiths (Pty) Ltd
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- Deloitte & Touche
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- Genesis Steel
- Glencore International AG
- Hatch South Africa (Pty) Ltd
- HSBC Bank Plc
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- Hub Parking Technology
- Hudaco Trading (Pty) Ltd
- Hurtigruta (Carglass Norway)
- Internet Solutions (Pty) Ltd
- Investec (Pty) Ltd
- Investec Asset Management (Pty) Ltd
- JCDecaux Africa (Pty) Ltd
- JSE Limited
- Just Giving
- Kaymac (Pty) Ltd t/a Kaytech Engineering Fabrics
- Kyalami Preparatory School
- Liberty Holdings Ltd
- Macsteel Service Centres SA (Pty) Ltd
- Mad Swimmer
- Maersk Line South Africa (Pty) Ltd
- Melrose Arch Investment Holdings (Pty) Ltd
- Microsoft SA (Pty) Ltd
- Miniso Lifestyle (Pty) Ltd
- Momentum Ltd
- Mpact Ltd
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- Newmark Hotels (Pty) Ltd
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- Sage (Pty) Ltd
- Santam Ltd
- Sappi Southern Africa Ltd
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- Sasfin Asset Managers (Pty) Ltd
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- SEACOM South Africa (Pty) Ltd
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- Smith & Smith
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- Synthesis Software Technologies (Pty) Ltd
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- Estate Late Rhona Beck
- Giving Back Stiftung (Carglass GMBH)
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- Great Hearts Community Initiatives
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- Human Dignity Foundation
- The Hyman Goldberg Foundation Trust
- Italtile Foundation Trust
- Jack and Ethel Goldin Foundation
- June and Eliot Tatelman Family Foundation
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- KFC Social Responsibility Trust
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- Lancaster Group Trust
- Ledibogo Trust
- Leo & Patricia Fine Foundation Trust
- Leon and Sybil Wilder Fund
- Lubner Family Charitable Trust
- Making an Immediate Difference (MAID) Foundation
- Michael and Susan Dell Foundation
- MTN (Pty) Ltd South African Foundation
- Nelson Mandela Children's Fund
- Oppenheimer Memorial Trust
- The Philip Schock Charitable & Educational Foundation Trust

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- Rubi and Anne Chaitman Foundation Bursaries
- SG Menell Charitable Trust
- Shalom
- St. James Place Charitable Foundation
- The George Elkin Charity Fund
- The Graham and Rhona Beck Foundation
- The Mauerberger Foundation Fund
- The MMI Foundation
- The Momentum Fund
- The Prism Charitable Trust
- The Stanley & Zea Lewis Foundation
- The Susman Charitable Foundation
- United Way of Ohio
- Viking Social and Upliftment Trust

## GOVERNMENT

- Gauteng Department of Education (Gauteng City Region Academy)
- Gauteng Department of Social Development
- Gautrain Management Agency
- Health and Welfare Sector Education and Training Authority (HWSETA)
- National Lotteries Commission
- South African Social Security Agency (SASSA)
- Western Cape Department of Health
- Western Cape Department of Social Development
- Western Cape: Tourism and Economic Development

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## ORGANISATION-WIDE STRATEGIC COMPLEMENTARY PARTNERS

- Cotlands
- Play Africa
- HOPE Worldwide Ltd
- Bridge
- Training and Resources in Early Education (TREE)
- Loaves and Fishes
- Care For Education
- The Lego Foundation
- Takalani Sesame/ Sesame Workshop
- Children's Institute: University of Cape Town
- Harvard University: Pedagogy of Play: New York
- Grassroots Soccer Inc.
- JAG Foundation
- Love Life
- Diski Development Projects
- South African National Council on Alcoholism (SANCA)

- Sports Federations
- Tunix Netball South African Football Coaches Association- SAFCA
- Maccabi South Africa- Gauteng & Cape Town
- Aurum Innova
- Central Gauteng Triathlon
- Dental Wellness Trust
- Inspire2strive
- SA Federation for Mental Health
- Amplifon
- Department of Speech Pathology and Audiology University of the Witwatersrand
- WITS Speech and Hearing Clinic
- Department of Social Development: Advocacy and Mainstreaming Rights of Persons with Disabilities - Pretoria
- Beit Issie Shapiro - Israel
- National Association of Child Care Workers (NACCW)
- Repssi – Johannesburg
- Childline

## CENTRE SPECIFIC COMPLEMENTARY PARTNERS

### AFRIKA TIKKUN UTHANDO CENTRE BRAAMFONTEIN

- Malamulele Onward
- Lefika la Phodiso Counselling & Training Institute
- Teddy Bear Clinic
- Autism South Africa
- Sunshine Centre Association
- South African Human Rights Commission
- Lawyers for Human Right
- ProBono.Org
- Sassa Department
- City of Johannesburg Metropolitan Municipality
- Greater Mayfair Local Football Association - Braamfontein, Johannesburg
- Egoli Squash

### AFRIKA TIKKUN WINGS OF LIFE CENTRE DIEPSLOOT

- Lawyers Against Abuse (LVA)
- Sonke Gender Justice
- South African Depression and Anxiety Group (SADAG)
- Witkoppen Health & Welfare Centre
- Bona Lesedi Disability Centre
- Wits Clinic

- Rahima Moosa Hospital (Mother and Child)
- Charlotte Maxeke Hospital
- Head Start Kids
- Olico Maths Education
- Johannesburg Metropolitan Police Department (JMPD)
- South African Police Services (SAPS)
- Diepsloot Fire Department
- South African Social Security Agency
- Department Of Home Affairs

### AFRIKA TIKKUN AREKOPANENG CENTRE ORANGE FARM

- Empowaworx
- Skills Centre
- Phambili Centre Of Excellence
- Godisang Development
- Child Welfare Society
- NISAA Institute for Women's Development
- Ennerdale Local Football Association

### AFRIKA TIKKUN PHUTHADITJHABA CENTRE ALEXANDRA

- Alexandra Local Football Association
- Kids Clinic – Alex
- Agisanang Domestic Abuse Prevention & Training – A.D.A.P.T.
- Aviation Development Africa
- Thuthuzela Care Centre
- Save the Children Foundation SA
- Alexandra Local Football Association
- Varsity College
- Alexandra Community Health Care

- Centre
- Pillsbury Company
- Nokuthula Special School
- Sithandiwe Special School
- Family South Africa (FAMSA)
- Rays of Hope
- Ububele ( Education & Psychotherapy Trust)
- Bombani ( Liquidators & Trustees CC)
- Progress
- Ndinovuyo

### **AFRIKA TIKKUN ZOLILE MALINDI CENTRE MFULENI**

- Masiphumele
- Mfuleni Day Hospital
- Power Child Campus
- SAPS Satelite
- Codeta Taxi Association
- Wolanani
- Manzomthombo Secondary School
- Mfuleni Hall
- Mfuleni Library
- Department of Home Affairs
- Families South Africa (Famsa)
- Safeline - Child Abuse Treatment and Prevention Centre
- Rape Crisis
- Mosaic - Women's Training, Service and Healing Centre
- South Africa Social Security Agency (SASSA)
- Khululeka Grief Support
- Ayabonga
- Home Affairs Khayelitsha

- Social development In Eerste River
- Social development Khayelitsha
- Dr Ivan Toms Clinic
- Matrix
- Delft Day Hospital
- Masigcine
- Blue Downs Police Station
- Blue Downs Magistrate Court
- Developmental Workers
- Ward Councillor
- Empilweni
- Lalela
- Love Life
- Western Province Athletics
- Local football Association
- Assitej South Africa
- Light Sail
- JAG Foundation
- Manzomthombo High School
- Intsika Foundation
- Game Changers
- City of Cape Town
- Mfuleni Local Football Association

### **WORK EXPERIENCE DONORS**

- AON South Africa (Pty) Ltd
- Britelink
- Cell4Change
- Digit247 Tracking
- Dunkeld Fruit and Flowers
- Ferreira Fresh
- Garden Shop
- Hotel Hope Ministries
- Junior Achievement SA
- Parker Family Foods
- Parkers Comedy
- Play Africa
- PEAK Adventure Travel (Pty) Ltd
- Rand Telecoms
- Sausage Saloon New Market
- Secure First
- The Bargain Shop
- Velnes Healthcare Solutions
- Verdicchio

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# NOTES

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from Cradle to Career

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